

# VC Coaching Gym

## Follow the Reward

**Step 1:** Think of 3 moments in your life when you felt deeply satisfied or proud.

For each moment, answer: What was happening?/ What specifically felt rewarding?

**Step 2:** Reward Pattern Coding

For each experience, have them label the primary reward:

Achievement → “I did it well / I improved / I succeeded.”

Power → “I influenced / I led / I made an impact.”

Achievement → “I did it well / I improved / I succeeded.”

Power → “I influenced / I led / I made an impact.”

Affiliation → “I felt close / accepted/connected.”

Most people will see one theme repeat.

**Step 3:** Shadow Check (5 minutes)

Ask: When I’m stressed or insecure, which pattern do I fall into?

- Over-doing?
- Over-controlling?
- Over-pleasing?

This often reveals the same dominant need, distorted.

**Power:** tracks status/ authority, sensitive to hierarchy, good at management/ control

**Affiliation:** wants harmony & connection with people, strives to be in sync, orients to relationship

**Achievement:** ambitious, goal-oriented, optimizes for max. experience, accomplishment