

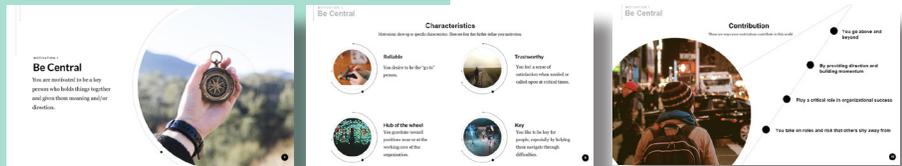
PREPARING FOR THE FEEDBACK

STUDENT FACILITATION QUICK STEP GUIDE



Step 1: Review the Top 5 Motivations

Review the student's top 5 motivations. Use the report to review each motivation's definition along with the descriptors under Characteristics and Contribution. These will help you learn the motivations and identify signs of the motivations in the individual's stories.



Step 2: Read the Stories and Identify Motivational Connections

Read the student stories are on pages 29-31 of the report. Note any language in the stories that may connect to the individual's motivations. Highlight phrases that show an expression of one or more of the top motivations.



Step 3: Develop a Preliminary Motivational Flow

Create a hypothesis of their motivational flow by identifying what may have triggered involvement in an activity, which motivations they actively engaged during the story, and what key motivation appears to be most satisfying. This pattern will become clearer during the facilitation. This is also a good time to consider your own biases before meeting with the student.



CONDUCTING THE FEEDBACK

STUDENT FACILITATION QUICK STEP GUIDE

STEP

1

Step 1: Build Rapport and Understand Motivations Definitions

Motivations are built on stories of a time when you were at your best. Build rapport quickly by acknowledging their story and the significant role they played in it.

Review their motivations and ask which ones resonated with most with them. Use the characteristics and contributions in the report to identify phrases they connect with.

Ask if any motivations surprised them or need clarity. And help them understand that motivation definition and characteristics if necessary.

Check for understanding that the graph on 29 represents what they are most motivated by and least motivated by and that these are not competencies.

STEP

2

Step 2: Discuss Stories and Make Motivational Connections

The stories in the report are their responses to 3 questions: What is an activity they did well and gave them a sense of satisfaction? What did they do along the way? What was most satisfying about the story? Build from their responses to help them see how their motivations are drivers in their story.

Discuss a meaningful story and use your inquiry skills to identify and highlight their trigger, process and outcome motivations.

First demonstrate the reflection process by showing them how their motivations stood out and aligned with the story. Then have the student reflect on another one of their stories and identify for themselves where their top motivations were expressed.

STEP

3

Step 3: Identify Their Motivation Pattern

Our motivational pattern (trigger, process, outcome) helps us understand their drives and what brings them enjoyment, engagement, and satisfaction in certain activities.

Show them their pattern that appears in their stories as the motivational flow. Then discuss how those motivations work together to create their own unique motivational profile.

Explain the importance of knowing their pattern and how this rhythm helps them to be at their best. When people truly understand what they do best, they are more satisfied, productive, and engaged.

STEP

4

Step 3: Explore Career Connections

The career connections you make in this step will depend on the student's current stage in their academic journey. Those early in their academic journey may use these suggestions to guide their classes or internships. Those at the completion of their schooling might use these suggestions to identify specific roles to apply for or find wording for their resume.

Explain that the jobs in the report are aligned with their motivations. These are examples of potential occupations, rather than prescriptive of what they **should** or **can** do.