INSCAPE

**Identifying Fulfillment Stories & Getting Started with MCODE**

**Training For GIVEN Mentors – Session Three**

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## Learning Objectives for Session Three:

1) Learn the meaning of fulfillment stories;
2) Learn how to facilitate mentee identification of their fulfillment stories
3) Review mechanics for taking MCODE & Next Steps

But first, let's review your homework from last session.

What did you **GAIN** from conversations where you practiced asking open-ended questions and empathic listening?

What did you **GIVE** from conversations where you practiced asking open-ended questions and empathic listening?

What kind of content do we typically receive when people share with us their "story?"

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Seldom are we asked to reflect upon and share our stories of deeply fulfilling achievements.

**A Fulfillment Story[1*] is simply <u>a description of something a person did that:</u>**

    1. They believed they did well (as they define well);

    2. They enjoyed doing; and/or,

    3. Provided them with a sense of deep personal satisfaction or achievement.

It is not necessary that the stories be dramatic or impressive to others. The activities listed might be quite simple. They might have resulted in some award or recognition, but this is not necessary. In fact, one may include stories that nobody but oneself anything about.

Fulfillment stories can be from school, sports, work, church, volunteer activities, at home, leisure time—wherever and whenever.

**Fulfillment Stories are:**

    **Not passive experiences, but activities with key details**

        Not:    I had a great experience on my high school basketball team.

        But:    I was named player of the week for our high school basketball team after scoring 25 points in a game against our biggest rival.

    **Not labels that characterize you, but activities that show you in action.**

        Not:    I'm a sorority member, a Pi Beta Phi.

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[1*] This definition of fulfillment stories and a method of drawing out unique patterns of motivation from them is taken from the System for Identifying Motivated Abilities (SIMA®) developed by Arthur Miller, Jr. and described in several of his books. See, for example, *The Power of Uniqueness.*

| But: | As Membership Director, I increased our freshmen pledge class by 150%. |

**Not general, but specific activities you can support with examples.**

| Not: | I'm good at studying. |

| But: | I read 20 articles about farming techniques and wrote an 'A' paper on sustainable farming. Also persuaded my teacher to start a garden! |

**Some examples** of Fulfillment Stories:

| Age 8: | Finished my first piano recital and got rave reviews. |

| Age 10: | Won the 100-meter dash on track team. |

| Age 16: | Saved for and bought a Ford Mustang on my 16th birthday. |

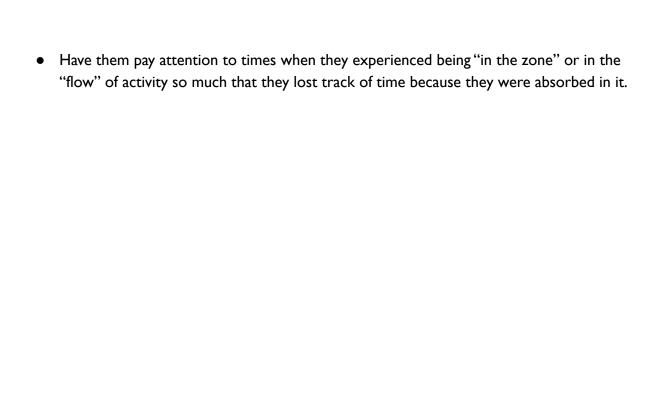| Age 18: | Worked with friends to plan and lead our high school's Kairos retreat. |

| Age 20: | Ran a marathon and finished. |

| Age 22: | Developed my own podcast devoted to advocacy for those with hearing loss |

| Age 26: | Got my MBA while balancing marriage and parenting my daughter. |

**What if I or my mentees cannot think of any Fulfillment Stories?**

Some people, especially those who have suffered abuse or neglect, do have difficulty identifying their Fulfillment Stories. Here are some tips for capturing them.

- We are not looking for stories about "success" as that term is usually used today—winning first place, having lots of friends and lots of money. Pay close attention to what you enjoyed doing, believe you did reasonably well or that brought you some sense of real fulfillment.

- Remember that they can come from any area of life or kind of activity. They do not have to be business or academic or sports related. They could come from family life, hobbies, friendships, or anything else.

- If they cannot think of anything they believe they did well, then concentrate on the kinds of activities they simply like to do. What are their interests? Have them describe some of the ways they have engaged those interests.

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- Have them pay attention to times when they experienced being "in the zone" or in the "flow" of activity so much that they lost track of time because they were absorbed in it.

**Fulfillment Story Template -  MCODE Prep Form:**

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| **Story 1-one sentence summary:** |
| What prompted you to get involved: |
| What you did: |
| What was most satisfying to you: |