**MCODE™ Review Session**



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*“Every living thing gives proof of its life by that operation which is most proper to it*

*and to which it is most inclined.”*

- St. Thomas Aquinas

*“Almost all problems in the spiritual life stem from lack of self-knowledge.”*

- St. Teresa of Avila

**General Introduction to MCODE™ & Motivational Patterns**

When you speak or write about activities you most enjoy doing and believe you do well, (fulfillment stories), you give consistent evidence of your “soul’s code.” Particular motivations (or motivational drives) are at the heart of each person’s unique design. *They are innate and abiding natural inclinations orienting people to achieve a distinctive pattern of results.*

*Attentive listening to one’s fulfillment stories will enable you to see a pattern; MCODE™ clarifies the pattern and gives focused language to it.*

MCODE™ developed in 2013. Based upon the System for Identifying Motivated Abilities® developed by Arthur Miller, Jr.

For more information, see: *The Motivation Code: Discover the Hidden Forces that Drive Your Best Work*, By Todd Henry With Rod Penner, Todd Hall, Ph.D. & Joshua Miller, Ph.D.

Our overall purpose for the review is to help you understand your own MCODE™ Report.

But what do you want to get out of the review session? What point of application do you want to make?

**1) Appendix A: Family & Theme Descriptions (pages 17-19)**

* The six “families” of motivation are a way to categorize the different motivations in ways that are conceptually similar. They don’t necessary shed light on the individual’s motivational pattern. We use the “families” for team building.
* There are one sentence definitions for each of the 27 themes.
* Beware of social bias and false shame.
* All of the themes are found in Christ. We must think of our motivational pattern as our unique way of imaging Christ to others. We participate in Christ through the pattern.

**2) Appendix B: The Power of Your Motivation Code (pages 20-21; page 16)**

* Add: **A Source of Need Based Love & Gift Based Love –** They shed light on what we require from others in order to thrive and the kind of contribution we can make to help others thrive.
* Our motivational pattern is foundational to our personal vocations. It is an essential part of God’s design for us to love Him and our neighbor in unique ways.
* We tend to be wounded according to our motivational pattern.
* Review of Top, Bottom, and Middle Themes; Pay attention to the Top ones!

**3) Appendix C: How You Responded**

* Ideally, there at least a few percentage points in the #10 category (most deeply satisfying)
* Ideally, one will not have more than 60% in the #10 category
* Lack of differentiation is okay; clarity of motivational pattern can emerge when going through the top five themes.

**4) FAQs**

* Does motivation come from nature or nurture? Both?
* Would there be a different outcome if I used different stories?
* What if the themes (on page 16) are bunched up numerically?
* What if the theme descriptions do not resonate?
* What is the relationship between one’s motivations and talents or personality?
* Other questions?

**5) Review of In-Depth Analysis (pages 3-7)**

* It’s no problem if only part of the descriptions resonates.
* A word about the polarities.
* The *themes exist in a pattern*; they do not function independently of one another.

**6) Application Exercises #1 and #2**

* Take 5 minutes to review your work and your integrated statement.
* One theme is usually dominant, and the others are supportive.
* Feel free to adjust the ranking of your top three and the wording of your statement.
* Be prepared to modify based on further reflection and insights from your peers!

**7) Breakout Session Sharing**

* In your pairings:
1. Each person shares one of her fulfillment stories in detail with the other
2. Then, she describes how her motivational pattern (as captured in the written statement) is revealed by the story
3. Partner affirms or offer insight.
* Each person should take about 5 minutes.

**8. Application Exercise #3: Identifying Your Motivational Energy (page 11)**

* Take 5 minutes for this exercise.
* Use page 16 for this exercise
* Normally, we find it motivationally draining when asked to exhibit behavior described by the bottom themes.

**9. What about the call to suffering and sacrificial love? Should I always aim for doing what is motivationally satisfying?**

* Nothing is wasted in God’s economy; his desire is to make us whole and complete, which means the realization of our motivational patterns.
* We suffer more fully when we give ourselves most fully; leveraging our motivational patterns helps us to give more.
* We can also “reframe” tasks in ways that align with our motivational patterns. Examples?
* And yet our ultimate fulfillment will only happen in heaven.

**10. Applying your motivational patterns to your action plans.**

* How can you best leverage your motivational pattern to successfully implement your action plan?
* What will you need to watch out for so as to best implement it? In other words, what are potential blind spots or areas of compulsion you might need to keep in check?

If time, we move to breakout sessions:

* Each person shares her insights.
* Partner affirms/offers insights.
* PRAYER for one another

**Debrief.**