

## Motivation Driven Practice: Onboarding Modules Application Guide

This guide includes suggestions for ways you can apply and practice the content from each motivation driven practice onboarding module. After you watch the onboarding module videos, use this guide for ideas for how you can apply the video content to your work.

Module Topic	Apply and Practice
<b>1 Introduction to Motivation Driven Practice</b>	<ul style="list-style-type: none"> <li>• Think about the behavior change equation in your own life: if you're trying to make a new habit, what does motivation x capability x opportunity for practice look like for you?</li> <li>• Observe colleagues meeting with participants: how do they use a motivation driven approach? What kinds of questions do coaches ask participants to uncover their motivation?</li> </ul>
<b>2 The Science of Goal Pursuit</b>	<p>Reflect on the science of goal pursuit and self-regulation with your supervisor and colleagues:</p> <ul style="list-style-type: none"> <li>• How do you see your own self-regulation skills showing up in your work and life?</li> <li>• How have you experienced your self-regulation change under stress?</li> <li>• Think about the behavior change equation: how have you seen motivation, capability, and opportunity for practice each play an important role in your own behavior change?</li> </ul>
<b>3 The Spirit and Practice of Motivational Interviewing</b>	<ul style="list-style-type: none"> <li>• Observe a colleague meeting with a participant. How do they use open-ended questions, affirmations, reflections and summarizations?</li> <li>• Practice listening for and responding to sustain and change talk in your work with participants or in your own life.</li> </ul>
<b>4 Best Practices for Goal Pursuit</b>	<ul style="list-style-type: none"> <li>• Observe a colleague facilitating the goal process with a participant.</li> <li>• Practice facilitating the first two steps of the goal process with a colleague or supervisor (setting a goal and making a plan).</li> </ul>
<b>5 Culturally Responsive Coaching</b>	<ul style="list-style-type: none"> <li>• Discuss this video with your supervisor and colleagues—what does culturally responsive coaching look like in your organization?</li> <li>• Observe a colleague meeting with a participant. How do they show cultural humility?</li> </ul>