

## Motivation Driven Practice Core Elements Observation Guide

**Makes Warm and Timely Referrals** and **Responsively Connect Participants with Career and Education Opportunities in a Timely Way**

[Watch the video about these core elements](#)

### Makes Warm and Timely Referrals

Behaviors or characteristics	Observations
What to look for	What I hear and see
Demonstrates awareness that other professionals have specialized expertise that the coach may not possess	
Evokes participant knowledge about resources related to their goal plan	
With permission, makes referrals and provides options in response to participant goal plans	
Facilitates direct introductions and connections to referral resources	

### Responsively Connects Participants with Career and Education in a Timely Way

Behaviors or characteristics	Observations
What to look for	What I hear and see
Displays strong awareness of career development, educational support, and workforce training services	
Facilitates thoughtful and intentional connections while balancing participant motivation and program requirements	
Uses tools such as Stepping Stones to Success to invite participant perspective	
Demonstrates use of OARS & EARS to help participants tap into their motivation, set concrete goals, and invite consideration for opportunities to explore	

### Self-reflection:

Strengths: What went well?	Growth opportunity What could I improve?
1.	1.
2.	
3.	
4.	