Do Your Life’s Work(shop) 2
Habits and Core Motivation

Workshop Logistics and Introduction
This workshop looks at Habits and Core Motivation. These concepts work well together because they emphasize that Core Motivation looks at your personality as a bundle of habits and beliefs that you can change. However, like habits, changing patterns of personality takes conscious effort and work. Enjoy the workshop! It’s fun to see people have insights into their lives and walk away with meaningful action steps.

Materials
For each participant:
Do Your Life’s Work(shop) 2 Handouts
*Pick 5 Habits* booklet
Core Motivation Packet
Feedback forms

A Few for Reference:
*Do Your Life’s Work*(book) - Have a couple of these on hand in case people are interested in exploring coaching more and doing an introductory session. You can give away copies to people who are really interested. Generosity will help you get more clients.
Hello everyone my name is [fill in your name], and tonight I would like to take a deeper dive into habits as well as look at a tool called Core Motivation. This is the second workshop in a six workshop series called Do Your Life’s Work. The program is part of the Coach Training EDU outreach and the mission to have everyone experience coaching concepts in a coaching session. I believe that coaching skills and concepts can change the world for the better. Coaching is an incredibly powerful tool that helps people gain clarity in areas they want to change in their lives, as well as design action steps to achieve clarity and change.

In the first workshop, we spent time creating a vision for what you wanted to achieve in the upcoming three months, we looked at doing an assessment with the wheel of life, and we finished up identifying a couple habits using the Do Your Life’s Work planner. I would like to start tonight by looking at what we know about habits and the neuroscience of creating a habit.

The definition of a habit is an action prompted by a queue or trigger that leads to a predictable series of actions and steps that satisfies that initial craving.

A habit really is an action, thought, or emotion that has been repeated so many times that the neural pathways in our brains choose that route because it saves energy. Brainpower is biologically expensive, and our bodies are designed to do just enough thinking to get us into and out of trouble and do what we need to do to survive. And if we are lucky, we have extra manpower to thrive.

Because of this need to conserve brainpower, our brains resist changing habits because of the intense amount of energy required. Energy is required both to identify the habit that needs to be changed, to exhibit willpower in resisting the neural pathway that is so easily travels down, and then to build and develop a new neural pathway.

Habits are challenging to change because our brains like to conserve glucose, literally brainpower.

The bad news is that once a strong neural pathway is created, it will exist for a long time, ready to spark back up when we activate it. It is the reason why you can ride a bicycle after so many years of avoiding them. It is also the reason why people who have had an addiction must stay vigilant to avoid activating their old pathways.

The good news is that you can change habits, and overtime, it becomes easier and nearly effortless to avoid older, less useful neural pathways, also known as bad or destructive habits. The metaphor is a river. The old habit is the current flow of the river, while willpower is like
trying to construct the dam and stop the river altogether. The energy will continue to build up and stay pent-up, and perhaps even create a lake over time, but the dam must be super strong to sustain this. Instead, it's more effective and efficient to diversify the riverbed, and dig a trench. As long as that trench is deep enough, the water will eventually become deeper in the trench than the current path. This process takes time, but if you know how habits work you can begin to work with the your biology and neuroscience, not against it.
**Habit Exercise**

This is the Changing Habits exercise found in the 1.0 Wellness Coach Training Program, and is related to the Systems exercise found in the 1.0 Academic Life Coaching and 1.0 Essential Coach Training Programs.

**Exercise Script**

Habits consist of three parts: a starting point, action steps, and a pay off. For example, a morning habit might be drinking a cup of green tea. The starting point would be waking up, the action step is drinking the tea, and the payoff is being both alert and relaxed for the start of my day.

Let's break off into groups of two and identify habits that you feel are the most useful in your life. These can be habits you currently have or ones you had at some point in your life when you felt like had everything dialed in. You will each share and listen for 3 minutes each.

**Debrief**

The most interesting aspect of habit work is the realization that each person has about how many habits they have in their lives. Most people, when thinking of habits, think of their own bad habits. They often call positive habits routines. We thrive when we have routines. Routines are essentially bundles of habits.

This is a fun debrief to take a look at people’s perspectives on habits.

**Debrief Script**

Okay everybody, It's time to come back as a big group. What worked well? How was it looking at habits in such away?

[This might not be the most earth shattering breakout session, but it is fun for people to realize how much they rely on habits and the systems that they have in place.]
Changing Habits Exercise

Next, you are going to have everyone break off into groups of two again. This time, the topic is to redesign the middle part of the habit pattern, the action taken after the cue that leads to the payoff.

Exercise Script

Now we're going to look at how to effectively change habits. Ignoring the trigger doesn’t work, at least not in the long run. If you are trying to avoid eating candy bars, having a pile of them on your desk all day will slowly but surely wear down your resolve to not eat a candy bar. Willpower is a limited resource, that takes a lot of glucose to sustain. The irony of willpower taking glucose, is that if you ate a candy bar and boosted your blood sugar levels, you would be able to exert the willpower to not eat candy bars. It's the edible version the Catch-22.

So, if you can't ignore the trigger, another option would be to remove the trigger altogether and avoid it. This is not necessarily a bad strategy. This strategy is actually very effective when looking at avoiding addiction. However, it is very challenging and not that effective when temptation arises. At that point, you need a different strategy.

If you can’t ignore or avoid the queue, the next place to look is at the actions that happen after the queue. Those are things we can change. For example, in the candy bar experiment, instead of having as many candy bars in front of you, let's say you had an apple instead. You’re still getting a little bit of a sugar boost. You’re still munching on something. And the end result is close to the outcome if you ate the candy bar. By focusing on the middle part - the part between the trigger and the payoff, you can work with your brain’s physiology to successfully change a habit. Habits are built on patterns. If you change the pattern, you can change the habit.

Description of what they are doing and instructions.

Take 5 minutes each and explore disrupting habits you want to avoid and substituting in habits you want to add. When you’re the workshop coach, your job is mostly to listen and ask questions based on the suggestions on the handout. When you’re the workshop client, your job is to look at what similar but different actions you can create based on the same trigger or starting point that leads to a similar outcome.
Debrief
When conducting this debrief, be curious about what people just learned about themselves in the breakout session, as well as what habits they created and want to emphasize.

Hi everyone! Time to come back and debrief the exercise. What did you learn about yourself or habits?

What worked well?

What didn’t?

What insights would you like to share to create more learning for the group?
**Core Motivation Exercise**

The Core Motivation tool helps people look at their characteristics, habits, thoughts and emotions that make up their personality. It is a tool that lets them get to know their inner being. The big benefit of using the Core Motivation tool is that it helps address these areas, which otherwise can be a challenging task. With Core Motivation, you can ask insightful questions that bring meaning to your clients, and it is also an excellent enrollment tool because it helps people quickly see the power of personal insight and exploration that life coaching can offer.

Your job as a workshop leader is to present the Core Motivation tool to your participants and allow them to play with the concepts. The tool itself does most of the heavy lifting by creating an enriching environment. I would emphasize the point that Core Motivation is a tool and that everyone is every type, but that we tend to emphasize a couple out of habit. Additionally, just like habits, aspects of our personality can be changed if you put in conscious effort and meaningful action.

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**Script**

Now, I would like to introduce you all a tool that is extremely effective in helping people grow personally and professionally. The name of the tool is called Core Motivation, and it's based on a personality system called the Enneagram. “Ennea” is an ancient Greek word for nine and “gram” is the Greek word for drawing. The system has nine personality types, and everyone has aspects of each of these nine types. Usually, one or two types tend to jump out and best describe you. You can tell which type you are by simply reading descriptions of each of the nine types and then narrowing it down to perhaps the two or three that best describe you.

What I love about this typing tool is that it is not exclusive. If you're more of one type that does not necessarily mean you must be less of another. It is quite possible for you to be equally two types. It is also possible for you to be different types in different aspects of your life or to evolve as you get more life experience.

This tool looks at personality as a bundle of thought and emotion habits. Habits can change if you apply effort to change them. And what this tool does well is describe certain personality habits as well as prescribe actions or different perspectives to explore. It’s a tool for personal and professional growth.

Let’s take a few minutes for you to read the paragraphs and to determine which two or three best describe you. If you know right away that one of the descriptions doesn’t describe you, you can skip it and keep going.

[Get the participants sometime to read the core motivation.]
After about 5-8 minutes, the next phase is your facilitation of an exploration of everyone’s reactions. Ask for a few volunteers to share their experience to see which of that two or three types jumped out the most. Your job here is to demo what you're asking your participants to do when they break up into groups of two. The handout has some useful questions for participants to use to strike up a meaningful and productive conversation. You can encourage participants to simply listen and ask the questions verbatim if they wanted. The most important thing is to simply listen. It takes the pressure off of trying to be brilliant. Insights work best when they come from the client. Whatever people do, please NO ADVICE.

**Script**
Okay, everyone, How did that go? Who had an easy time finding their type?

Who had a challenging time coming up with two or three paragraphs?

What in the description fits you well? What in the description doesn't fit?

[Hopefully these questions spark some kind of conversation. After you've got a good conversation rolling. Then, you can invite the participants to break off and go into groups of two to practice to fill out they’re workshop handout or take notes in a notebook.]

Now that we have had a chance to share and discuss, let’s have you all go a little deeper. We will take seven minutes each, for total of 14 minutes. One person will be the first workshop coach, and the second person be the first workshop client. After seven minutes, I will ask you to switch, and then we will come back as a group to talk about what you learned. Your job when you are at the workshop coach is to listen and ask simple questions. If you need suggestions, there is a list of questions on the handout for you to ask. Don’t put too much pressure on yourself to ask the perfect questions. It is more important that you simply listen and remain curious.

**Debrief**
Debriefing the Core Motivation exercise is extremely fun because most people have a personal insight that feels really satisfying, especially since it's attached to an idea or identity. Insights about who we are and the way in which we see the world are deeply fulfilling. Core Motivation directly taps into that fulfillment.

**Debrief Script**
*Let's come back and talk about how that went.*
What insights did you get from using the tools client? What learning did you get that you’d like to share for the benefit the group?

**Final Thoughts and Conclusion**

At the conclusion of this workshop, it's helpful to review the Habits exercise as well as Core Motivation, in the context of working with your personality as if it is a bundle of habits, thoughts and emotions. You also want to have time to give participants an opportunity fill out the feedback form and to chat afterwards. It's helpful to have a few of the Do Your Life's Work(books) on hand to show people who are interested in being coached or who want to learn more about life coaching.

**Conclusion Script**

Thanks for attending the workshop!

If you’ve found it helpful, please look me up on social media and take a minute to fill out the feedback form.

One of the benefits of looking at habits and approaching the personality as a bundle of habits using the Core Motivation tool is that you empower yourself to make lasting and meaningful change. We’re talking about deep change and doing the deep work of personal growth that leads to accomplishing both personal and professional goals.

I’d be delighted to speak with you about working together as your coach or to explore putting on future workshops for this group and others.

Again, thank you!