

Hi there,

Thank you for downloading this guide.

Everyone on the planet has a Unique Ability—a combination of passion and talent that gets great results.

Identifying and using this special quality **is your surest, fastest route to being as happy and successful as you can be in this life.**

**But if you're unclear about your Unique Ability**, it's frighteningly easy to be pulled in a million different directions.

You go down one road, get frustrated, get pulled down another and make a mess, do things out of obligation, and feel trapped.

If it goes on like this for too long, you wonder what's wrong with you, and you may even start to lose interest in your business or job because you can't remember what you loved about it in the first place.

If you want to reconnect with your passion and purpose, here are some tips to help get you started ...



# 6 CLUES TO IDENTIFY YOUR UNIQUE ABILITY®

**1** YOU LOVE TO DO THIS EVERYWHERE -- NOT JUST IN BUSINESS.

**2** IT SHINES IN MANY DIFFERENT SITUATIONS & OPPORTUNITIES.

**3** YOUR UNIQUE ABILITY IS "FACTORY INSTALLED": YOU'VE BEEN DOING IT SINCE CHILDHOOD.

**4** IT COMES TO YOU SO NATURALLY, YOU MIGHT NOT THINK IT'S ANYTHING SPECIAL.

**5** OTHER PEOPLE COUNT ON YOU FOR THIS SPECIAL TALENT.

**6** YOU CAN GET BETTER & BETTER AT THIS FOR YOUR WHOLE LIFE

...& STILL FIND IT FASCINATING!

**If you are ready to discover the hidden forces that drive your best work the Motivation Code™ assessment will unlock the keys to deeper engagement, increased productivity, and more effective leadership.**

Below are those actions you need to take before, going online to do the assessment. However, even if you don't take the assessment today, completing the fulfillment stories is going to prove useful to you going forward.

You will begin to get clues, as to what you're naturally motivated to do based on the verbs you use in your stories.

## **Preparation Before Taking the MCODE**

### *Identifying Your Three Fulfillment Stories*

If you are like most people, you have never taken the time to sort out the things you are good at and motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. Identifying your core motivational drives—the things you *most* want to accomplish, which gives greater purpose and meaning to your work—is the purpose of the Motivation Code (MCODE) exercise.

When you start the exercise, you're going to be asked to list and describe things you have done that you:

- *enjoyed doing*
- *believe you did well*
- *found deeply satisfying*

These achievement activities may have occurred in your work, your home life or your leisure time.

It is imperative that you put down what was important to you. Do not include an item only because others felt it was important. The activities you list may be quite simple and not impressive to others. They may have nothing to do with success, great accomplishments, fame or fortune. **Concentrate on activities that gave YOU a sense of satisfaction.**

To help you understand the type of achievement activities we are after, you will find below examples of things other people have listed as personally significant. You will have the opportunity to develop a similar list on the following page.

## Summary Examples

- "I built and mastered the tallest pair of stilts in my neighborhood. I started a stilt craze among my friends."
- "I had a job processing transactions. I developed a method that allowed me to do them faster and with greater accuracy."
- "I established an evening routine of a quiet time of sharing and reading with our children which made bedtime an enjoyable end to the day."
- "Was a prime mover in starting a company. Saw utility of product concept. Had much to do with early market development. Helped conceive basic manufacturing concepts."

## Template for Personal Reflection

Consider activities at work and beyond that you:

- *enjoyed doing*
- *believe you did well*
- *found deeply satisfying*

When you start the MCODE assessment, you'll be asked to share three stories of these Fulfillment Stories. The form below will help you prepare for it. You don't need to write a lot in each of these boxes—even one sentence for each response is fine. Repeat this exercise for each of your three stories.

1. Briefly recount the activity in order to get back "in the moment" and recall what you did that gave you a sense of being strong and capable.
2. Then make note of what it was in that activity that was *most satisfying to you*.
3. These stories can be from any period—youth, teen, or adult—or from any area of life—work, family, or leisure. A variety is good.
4. Note: When asked what you actually *did* to achieve the outcome, focus on what *you actually did*. If you were part of a team that won a big game, for example, the focus here should be on describing your own contribution. It's personal

**Fulfillment Story #1**

Brief Description:

What you actually *did* (focus on the action):

What was *most satisfying* to you:

**Fulfillment Story #2**

Brief Description:

What you actually *did* (focus on the action):

What was *most satisfying* to you:

**Fulfillment Story #3**

Brief Description:

What you actually *did* (focus on the action):

What was *most satisfying* to you:

# Key Tips As You Take MCODE

I encourage you to take the MCODE in one sitting, although this is not necessary. Research has shown that assessments are more accurate when individuals take them at one time, rather than breaking them up into a series of sessions.

You will be asked to consider a variety of statements about each of the three stories and to rate them on a satisfaction scale. When rating your achievement stories, don't overthink your responses; rather read each item carefully and go with your initial reaction. At the end of the exercise, you will be asked to rank all three stories from 1 to 3 with rank number 1 being the story of highest personal significance.

Please try not to "overuse" the highest satisfaction rating. This response should be used only to describe those truly peak, "mountain top" moments when you felt the fullest sense of satisfaction because of what you did. Reserve it only for the questions that resonate the most. If you do not, there may be a slight skewing of your results.

Most importantly, have fun with it—I am confident that you'll be pleasantly surprised by what you see when you finish. I went over decades working with little understanding of what was *truly* making me tick, and this assessment gave me the language to begin to understand and explain it to others. I hope it does the same for you.

You may feel ready at the point to take the MCODE or you might have questions. Either way please email me [giselle@gisellehudson.com](mailto:giselle@gisellehudson.com) and we'll figure out your next steps together.

*Giselle*

