

Tier 2 Syllabus

The Deep Dive Intensive

Overview

This intensive, research-informed workshop is designed for teams ready to look more deeply at the psychological foundations of their daily work life.

Moving beyond individual productivity habits and time-management strategies, the session examines Self-Determination Theory (SDT)—one of the leading scientific frameworks for understanding human motivation—and how its principles function within a team's specific work environment.

Drawing on expertise in research methodology and clinical psychology, the facilitator guides participants through a collaborative Work-Life Reflection designed to uncover the systemic conditions that either support or undermine motivation, engagement, and sustainable performance.

Rather than positioning employees as the problem to be fixed, participants become co-researchers of their own professional experience. Together, the team identifies points of friction within the work environment and develops practical, science-informed protocols to strengthen three fundamental psychological needs:

- Autonomy — experiencing meaningful choice, voice, and ownership
- Competence — feeling capable, effective, and able to make progress
- Connection — experiencing trust, belonging, and meaningful relationships

This is an active, workbook-based experience. Participants don't simply learn about motivation—they examine their own work environment, identify opportunities for change, and leave with a concrete 30-Day Action Plan.

Learning Objectives

By the end of this session, participants will be able to:

- Explain the psychological foundations of human motivation and understand the role of autonomy, competence, and connection in workplace experience.
- Apply Self-Determination Theory to their own work environment, moving beyond individual motivation to consider the organizational and interpersonal conditions that shape behavior.

- Identify systemic friction points that may interfere with motivation, engagement, effectiveness, or professional well-being.
- Distinguish between individual challenges and environmental barriers, recognizing when a productivity problem may actually reflect an issue with autonomy, competence, connection, or workplace design.
- Identify practical opportunities to strengthen psychological needs within the realities and constraints of their particular team.
- Develop a concrete 30-day action plan focused on one or more changes participants can realistically test in their professional lives.

Modules

1. The Psychology Behind Our Work Lives
2. Autonomy: Do I Have a Voice in My Work?
3. Competence: Can I Succeed at This Work?
4. Connection: Do I Feel Like I Belong Here?
5. Finding the Friction
6. From Reflection to 30-Day Action

Standard Investment

\$2,500 includes:

- 2-hour intensive interactive workshop
- Pre-workshop consultation with organizational stakeholders
- Customization of the session to the team's goals and workplace context
- Participant workbook
- Facilitated Work-Life Reflection
- SDT-based team exercises
- Identification and prioritization of systemic friction points
- Individual 30-Day Action Plan
- One-page post-workshop summary for organizational leadership
- Optional manager reinforcement resource

Customized Investment: Up to \$3,500

A higher investment may apply when the engagement requires substantial customization, additional stakeholder consultation, incorporation of organization-specific challenges, or additional post-workshop deliverables.

Travel outside the Greater Cincinnati area may be billed separately.