



MPS Worksheet

Layer 1: Team Foundation - Engagement & Empowerment)

Lack of Skills Development
& Creative Opportunities

Negative Internal Team Dynamics &
Working Agreement Disempowerment

Misunderstanding Communication
Preferences & Styles

Lack of Voice in Discussions:
Psychological Safety & Feedback Loop

Reflect: *What challenges or breakdowns have you experienced or observed from the list above?*

List Actionable Solutions: *What practices, tools, or leadership approaches could help resolve or prevent the challenges you listed?*

List Outcomes or Desired Behaviors: *What positive changes would you expect if your solutions were applied?*

Date: _____

Team: _____

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Layer 2: Communication Breakdown - *Team Alignment & Leadership Gaps*



Reflect: *What challenges or breakdowns have you experienced or observed from the list above?*

List Actionable Solutions: *What practices, tools, or leadership approaches could help resolve or prevent the challenges you listed?*

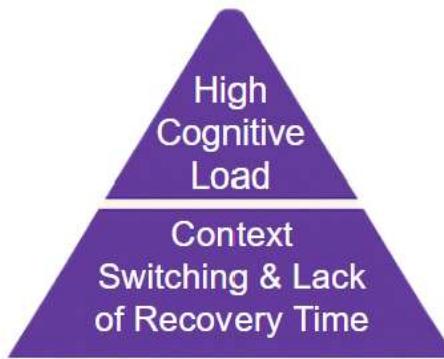
List Outcomes or Desired Behaviors: *What positive changes would you expect if your solutions were applied?*

Date: _____

Team: _____

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Layer 3: - Burnout Catalysts - Intellectual Burden



Reflect: *What challenges or breakdowns have you experienced or observed from the list above?*

List Actionable Solutions: *What practices, tools, or leadership approaches could help resolve or prevent the challenges you listed?*

List Outcomes or Desired Behaviors: *What positive changes would you expect if your solutions were applied?*

MPS Framework

Motivational Pyramid Stack

The **MPS Framework (Motivational Pyramid Stack)** is a three-layer diagnostic framework that helps teams and leaders identify and resolve the foundational, interpersonal, and cognitive challenges that erode motivation and block sustained performance.

