



LET'S
GET
GROWING

1 DO THIS FIRST. Watch Celia's welcome video.

2 A: DISC Assessment and Survey
B: Pre-Attendance Survey

3 3 Buckets and Mind Map.

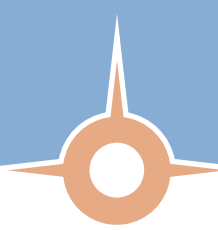
4 Your Life Story exercise.

5 Document your Contribution Preferences.

6 Additional Self Inventory Questions.

7 Additional Pework Webinars.





ACIP Big Picture Schedule

- Our Virtual Online Hub is called, the “ACIP-CoachingU.”
- Over the course of this next year we will move through 4 Phases of the program.
 - 1) Pre-work for Denver in-person program starting May 1st.
 - 2) In-person program in Denver May 27th - 31st.
 - 3) Virtual program starting June 2015 and runs through May 2016. This includes: Webinars, Virtual Office Hours (VOH) and My Coaching Tribe calls.
 - 4) In-person Closing Circle end of May 2016 or early June at a site TBD.

Phase I

Your Pre-work beginning May 1st – please complete before arriving in Denver:

- Live Welcome Webinar-with Celia on Friday, May 1st at Noon EDT.
- Complete your DISC Assessment and Summary Sheet-print report and bring it to Denver.
- Pre-attendance survey – this will take you 10 minutes to fill out.
- 3 Buckets and Mind Map
- Life Story Exercise
- Contribution Preferences Exercises
- Additional Self Inventory Questions
- Live Webinar-Monday, May 11th at Noon EDT
- Holly Hesse, Management Part 1-Managing Your Self - Handouts
- Pre-Work Exercises: Personal Mission Statement and Time Matrix.
- This webinar will be recorded if you cannot attend live.
- Live Webinar-Thursday, May 14th at Noon EDT.
- Kris Carter, Defining Your Non-Negotiables & Pursuing Full-Life Integration – Handouts
- Pre-Work exercise: Non-Negotiables and Integration exercise
- This webinar will be recorded if you cannot attend live.

Phase II

The first in-person portion of ACIP takes place May 27-31 in Englewood, CO.

<http://truenorthsports.net/wp-content/uploads/2015/04/ACIP-Schedule-FINAL-22.pdf>

Phase III

There are 3 Virtual Components following the in-person program in Englewood, CO. These 3 components will run from June 2015 to May 2016.

- 1) 10 Webinars. These webinars will be recorded if you cannot be there for the live webinar.
 - The webinars will be scheduled during the month to fit the speaker's schedule.
 - You will get an email notification of time and date of live webinar.
 - You will receive an email notification when recorded webinar has been uploaded to the ACIP CoachingU site.
 - Each webinar will have: video, handouts, transcripts and MP3
- 2) 'My Coaching Tribe' meetings – This is a mastermind group that meets once a month.
 - You will receive guidelines for these groups during the in-person program.
 - Your participation in one of these groups is not mandatory, however, if you say yes, we expect you to be committed to your group and make the meetings with them a priority.
- 3) Virtual Office Hours (VOH) - once a month telephone calls.
 - Each Month I will offer virtual office hours, (VOH) that will be recorded and uploaded.
 - The calls are scheduled for 1 hour and are not mandatory.
 - These calls will be on the first Wednesday or Thursday of each month at Noon Eastern Time.
 - The purpose of the calls is to give you an opportunity to call in with questions or issues you may be dealing with and would like to discuss.
 - Occasionally, Celia may have a special guest on the call to address a specific topic.
 - You will receive an email notification when recording of the VOH has been uploaded.

Phase IV

In-person Closing Circle end of May 2016 or early June at a site TBD.



athleteassessments.com
proven sports profiling for athletes, coaches & professionals

Assessment Survey

Hello Coaches,

Please read through the instructions and the following 4 steps!

The CoachDISC Profile is an online sports assessment to support coaches in their personal and professional development. You can use the profile to further develop self-awareness of your coaching behaviors, preferences and style and how you work together as a coaching team. Using this information you can be more effective with your communication, build stronger relationships with coaching staff, student-athletes and others, have a deeper understanding of your motivation, strengths and areas for development.

This is not a 'test', there are no right / wrong answers. This profile is a powerful tool that can help you become more aware of your behaviors that contribute to your role as a Coach.

STEP 1: Before you start the survey, please take a moment to think about how you perform your role as a Coach within your Program, in both practice and competition.

As you complete the survey, maintain thinking about how you coach the student-athletes and the team overall and answer the questions relatively quickly – often your first, instinctive responses provide the most accurate results. Some questions may be a little challenging to choose between and this is completely normal – just go with the response that is the closest for you. (If any word is unfamiliar to you, hover your mouse/curser over that word and a few words of similar meaning will appear to assist you.) Please use the below link to complete the survey and please do not take longer than 12-15 minutes – remember, fast, instinctive answers provide the most accurate results.

STEP 2: Use the link below to take the survey:
[http://athleteassessments1.com/?R*M\)S%60==R](http://athleteassessments1.com/?R*M)S%60==R)

STEP 3: You will then be emailed your report. Please print your CoachDISC Profile Report, read through it and complete the summary page on page 17. (Note, there is an option to invite others to provide you with their feedback on your coaching – we call them observers – you don't need to do this step at this time.)

STEP 4: Please bring your CoachDISC Profile Report to the program in May.

Nice work!

Pre-Attendance Survey

You have been asked to complete this survey because you will be attending the Assistant Coach Immersion Program (ACIP). We are conducting a research project to explore the working atmosphere and experiences of male and female collegiate assistant coaches. We would like to ask you to participate in this research study to help us learn more. Participation is completely voluntary and the survey takes about 10-15 minutes to complete. You are not required to complete every question and there are no consequences or rewards connected with study participation. Refusal to participate or withdrawal from

participation will not affect job status or your ability to attend the ACIP. Participation in this research project is strictly voluntary.

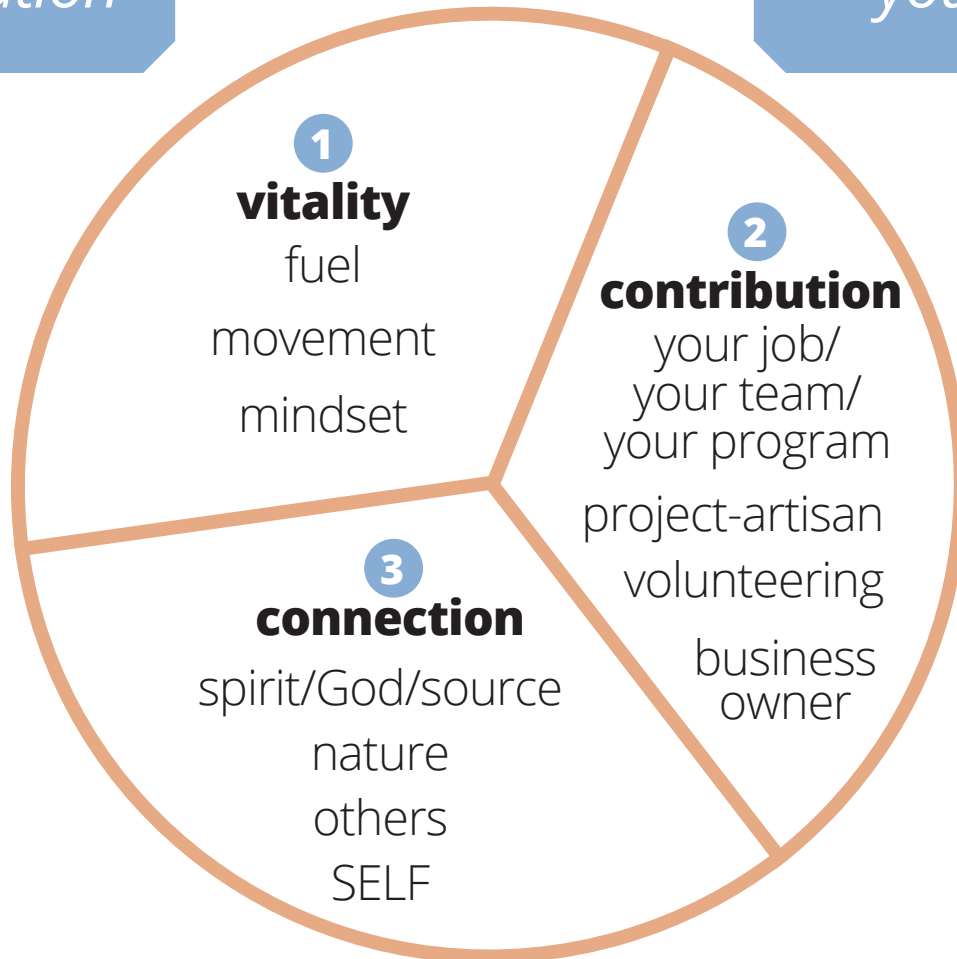
All surveys will remain as anonymous and confidential as possible. Names will not be tied to the results in any way and computer IP addresses will not be tracked. By agreeing to take part in this study you will be providing valuable information to further our understanding of how we can best help enhance the environment for assistant coaches. If you have any questions or concerns regarding this project, please contact the principle investigator, Kristen Dieffenbach at Kristen.Dieffenbach@mail.wvu.edu

or at 304-293-0847. For information about your rights as a research subject, you may call the Executive Secretary of the WVU Research Compliance Office at (304) 293-7073. If you would prefer, you may also print out the following survey, complete it and return it to Kristen Dieffenbach, West Virginia University, School of Physical Education, PO Box 6116, Morgantown, WV 26506.

Please click here to complete survey BEFORE you arrive in Denver May 27, 2015
<https://www.surveymonkey.com/s/GD37H8X>

vitality:
*Restoration,
Self Care,
Rejuvenation*

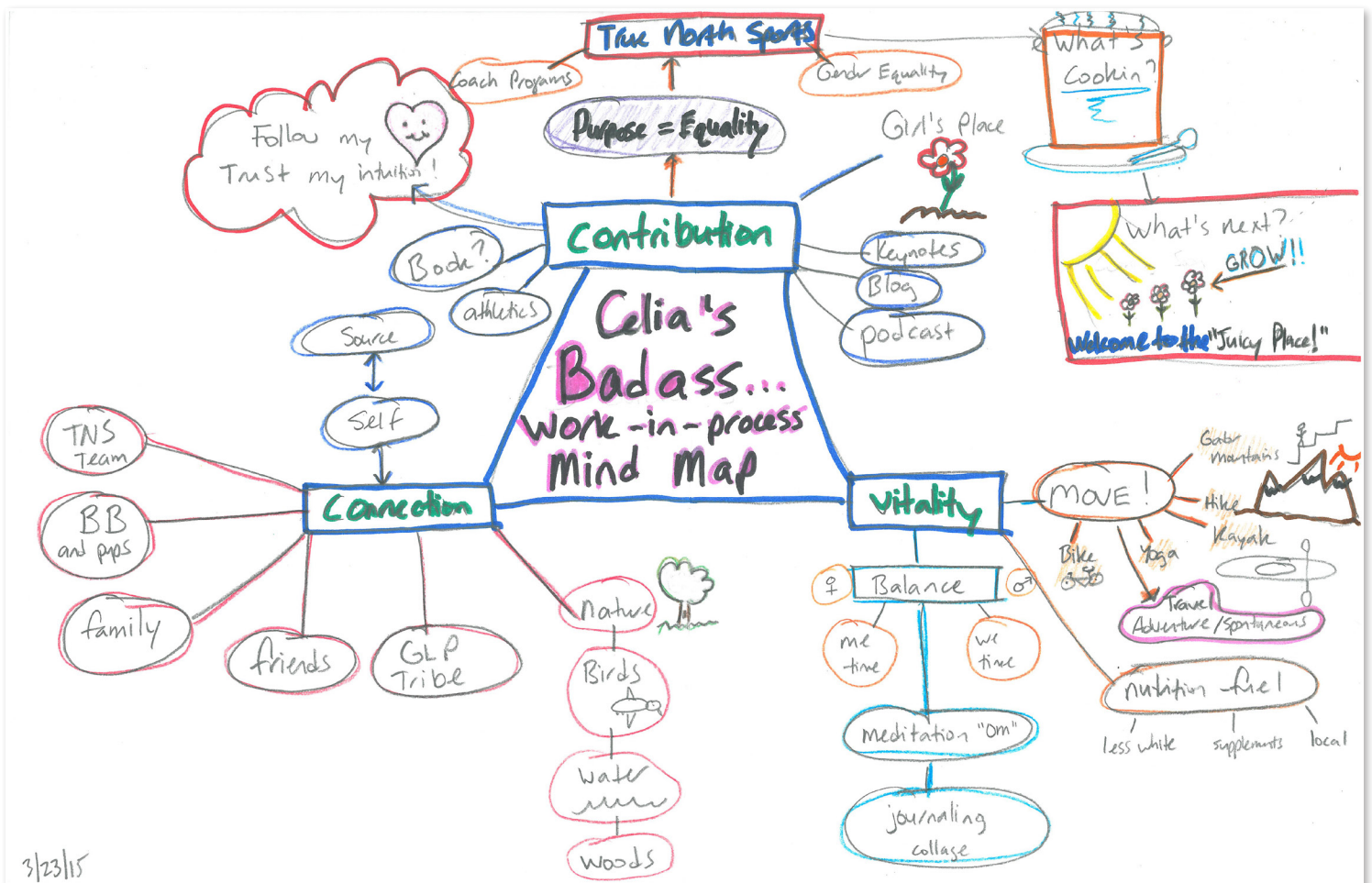
contribution:
*how you give,
how you serve,
your roles*



connection:
*relationships you have
with something or
someone*

MIND MAPPING

1. On a piece of paper, create 3 primary circles for the buckets of Vitality, Contribution, & Connection. A visual reference of Jonathan Field's "3 Bucket" model is provided.
2. Now draw some lines (branches) out from the primary circles and add smaller circles as details. For example, from "connection" you may have "people" as a detail.
3. Make further branches with specifics such as "family" people, "coworkers," "friends," etc.
4. Reference Celia's example below. Work your way through each of the 3 buckets, then set it aside. Give yourself a few days and then come back to it. Keep adding to it until it's fully fleshed out. Often you'll start to identify gaps when you take a break from it.
5. Be sure to bring your Mind Map with you to Denver. Points for creativity!



Your True North is in *YOUR* Life Story!

1 Create a picture of your life story starting as far back as you can remember to this very moment. You can draw this any way you want that feels right for you. The only requirement is that it starts with your "birth" and ends with "now." It can be a timeline, a circle, a map with mountains, valleys...draw whatever seems to fit you and your life. Get creative! It does not have to be pretty or a work of art because that is not the point. Draw your story and then name your story something fun. Relax! You do not have to turn this in. This exercise is for you and will help us discover your True North.

2 Answer the questions below anywhere on above picture or on a separate sheet of paper. If a question has absolutely no meaning to you, skip it. Do the questions that resonate the most for you first. You can add questions you'd rather answer. You can draw or paste pictures/symbols to represent the people, places and events discussed below. Again, be creative! These questions are only meant to be a guide and help you think about the people, places and events that have shaped your life story:

- Chronicle where you lived. What was your house and neighborhood like?
- How many siblings do you have? Do you like them?
- What are your parents' names and occupation?
- What values and beliefs did they give to you that you agree with?
- What values and beliefs did they give you that you disagreed with?
- Did you grow up in a home that was racist, homophobic and/or sexist?
- Was your home a safe haven or a scary place?
- Was your family religious? Spiritual? Atheist? How did this influence your beliefs now?
- Were you closer to one parent over the other? Did you only have one parent?
- Tell us about all the schools you attended.
- List all the jobs you have had in your lifetime.
- What were all your favorite activities growing up and what are they today?
- What are the activities, places, events that rejuvenated your spirit?
- How do you take care of yourself, physically, mentally, emotionally and spiritually now?
- Who are the people you are closest to at this very moment in your life?
- Who are the people you admire most?
- List the major life events that brought you joy
- List times in your life you were successful
- List times in your life you felt like a failure
- List the events that were most painful
- What events have made you feel the most compassion or empathy in your life?
- Make a list of the people who have had the biggest impact on your life: The people who lifted you up, inspired you and/or who advocated for you, opening doors for opportunities and showing you another path for your life that maybe you never considered.
- List the people who hurt you, made you run away, or caused you to shut down or stuff the memories and all the feelings that go with it.
- List the people who shaped you and showed you how you do NOT WANT TO do things.
- When do you feel the most ALIVE in your life now? What lights you up? Ignites your passion?
- What do you struggle with the most right now? What or who is sucking the life and light out of you?
- What has come easily to you most of your life?
- What seems to be a reoccurring theme of struggle in your life?
- Have you ever had some major synchronicities happen in your life? You meet the right person for a job, you happen to go to a party and meet your partner, you change your mind and go to a different school where they need a volunteer coach and BOOM you find yourself coaching and you never considered coaching!

people

What type of people fill you up (look at everything from sex, age, interests, social dynamics, etc). You may be tempted to be "politically correct" but don't hold back. Be specific. What types of people are you naturally drawn to, and inspired by? If you could pick your dream coworkers, athletes, or administrators, what would they look like?

culture

What type of cultures fill you up? (look at pace, communications, collaborative style, atmosphere for innovation). Is it bohemian, or focused? Are the hours loose, or rigid? What are the over-arching principles that people govern themselves by? What is the accumulated knowledge of what works for "us" as an organization, and how we intend to evolve?

setting

Look at both the immediate work location & broader geographic preferences. *Where* do you thrive? What is the climate outside for your commute? What does the physical space feel like? Is it exposed brick, loft style, or clean, minimalist and ethereal? Sanctuaries allow us to be focused, inspired, and prolific. What would yours look like, and where is it?

tasks &
processes

Look at types of nitty-gritty tasks that either fill you up, or empty you out. This is a common problem area for many people. Often a simple change up of day-to-day work roles can greatly impact our alignment in a positive way. What will you be doing to run your dream program day to day? What, specifically?

mission

What types of visions or missions organically "light me up" and pull me toward a specific outcome? What would make me work out of a sense of *intrinsic desire* versus external accountability? Think about the type of athlete and school you want to serve, and the impact you want to have.

creative orientation

Do blank canvasses terrify or delight you? Why?

risk profile

There is no possibility without risk. Are you tolerant, or averse?
What are your thresholds?

social engagement preferences

Are you an introvert or an extrovert? This simple question can affect many elements of what you build.

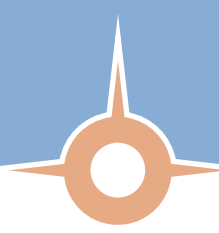
legacy

What do you want to leave behind? What do you want people to say about you when you're gone?

Mark *your* calendars!

- 1 Friday, May 1st - Noon EDT**
Celia's Welcome and Overview Webinar
- 2 Monday, May 11th - Noon EDT**
Holly Hesse - Managing Yourself
- 3 Thursday, May 14th - Noon EDT**
Kris "KC" Carter - Defining Your Non-Negotiables
and Pursuing Full Life Integration

*All Webinars are recorded!
You can log into ACIP-CoachingU
and listen/watch at your
convenience.*



1 Watched Celia's welcome video.

2 A: Completed my DISC Assessment and Survey.
B: Completed my Pre-Attendance Survey.

3 Looked at the 3 Buckets and made my Mind Map.

4 Completed Life Story Exercise.

5 Documented my Contribution Preferences.

6 Answered my Additional Self Inventory Questions.

7 Watched the Additional Pework Webinars.