



TRUE NORTH SPORTS

WHAT CAN YOU (WE) DO NOW?

COACHING IDEAS FOR CHALLENGING TIMES

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STRUGGLE BUS

Biggest Struggle as Coach

- Coaching Virtually
- Keeping Team Organized and Engaged

Biggest Struggle Personally

- Keeping Structure in Life
- Feeling Loss, Doubt, and Discomfort,

I. LET'S JUST GET RIGHT TO IT

OUTLINE OF WEBINAR

- I. Identifying “some” of the issues
- II. Using SFD’s to process
- III. How are you managing yourself, Coaches?
- IV. Using the DISC to understand and to motivate
- V. Ideas to virtually close the gap in performance and in building authentic relationships
- VI. Examples from others and journaling

THE WORLD TODAY

Controllables

- Attitude (positive or neutral)
- Own Social Distancing
- Consumption of Social Media and News
- Empathy, Kindness, Grace
- Finding identity, passions, etc.

Out of Control

- How long this will last?
- KNOWING how long this will last
- Predicting what will happen
- The actions of others
- How others will react
- How teams will react
- How players will react

II. USING SHITTY FIRST DRAFTS

SHITTY FIRST DRAFT OR SFD

The first story we make up is what we call the “shitty first draft,” or the SFD.

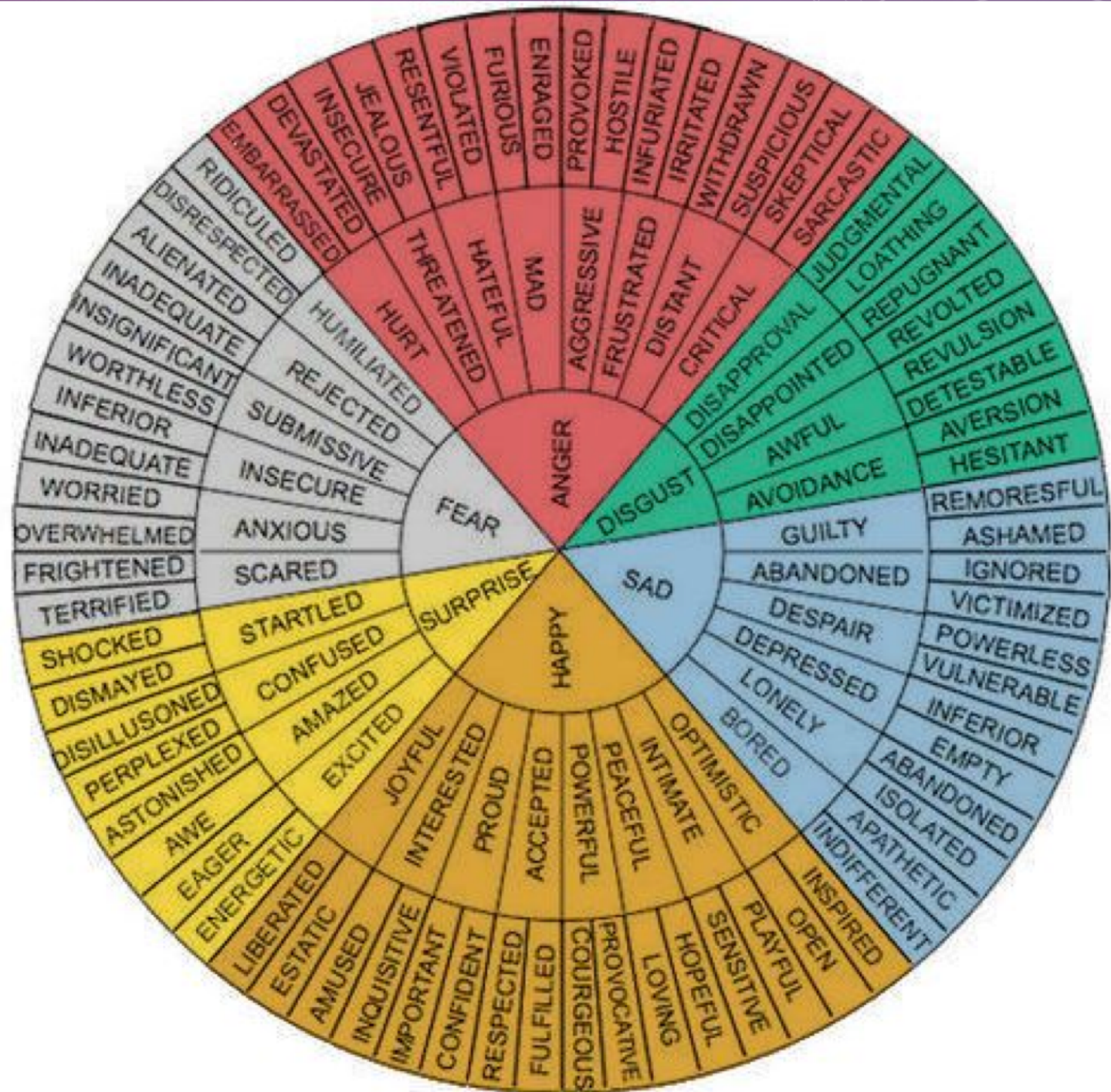
Capturing your SFD means putting those initial thoughts on paper, so that we can better examine the story we are telling ourselves. This version includes all of your fears, insecurities, and worst-case scenarios.

SHITTY FIRST DRAFT OR SFD

What we often discover by writing down our SFD is that we have filled in the story with false information—suppositions, confabulations, and conspiracy theories.

We use the rumble process to figure out which parts of our story are true. This often involves fact-checking with other people.

THE EMOTION WHEEL



IDENTIFYING THE WHY

- **Fear = Results Oriented; Future; Focused on Controlling Areas not in One's Control**
- **Anger = Present Focus on Areas not in One's Control or past mistakes**
- **Sad = Tends to be outside of work but impacts work performance**

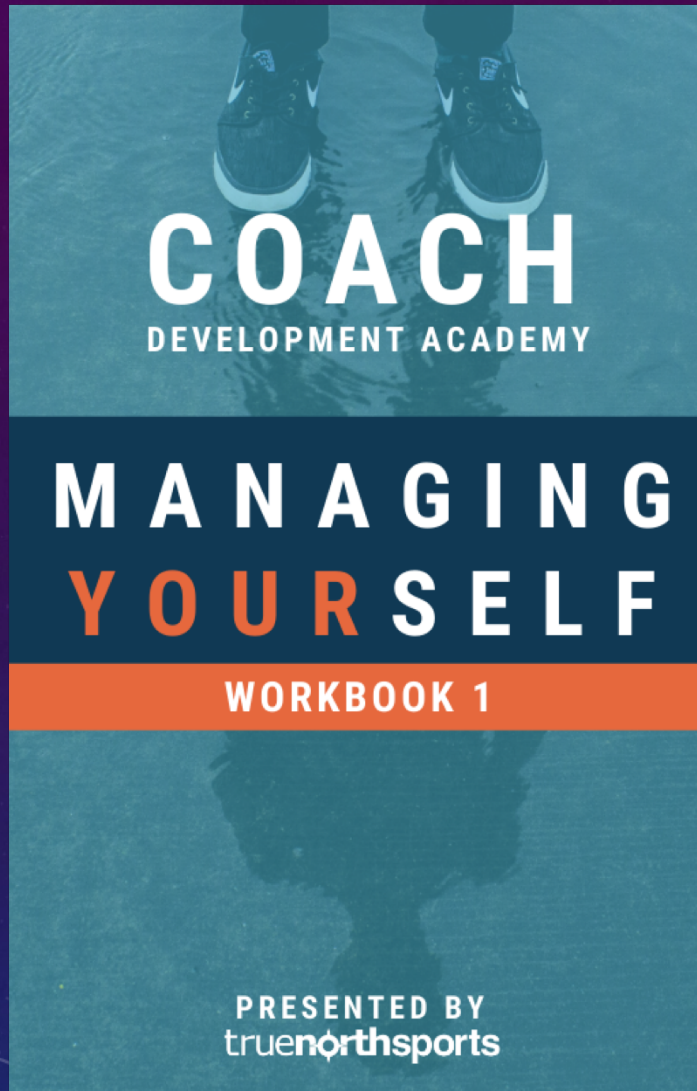
SFD: My Future

I try to avoid thinking about life after college golf like the plague. When the thoughts creep into my mind I get stressed out because what if I don't succeed on a higher ~~9~~ level? I feel myself getting too caught up in the "what ifs." What if I don't make it past Q-School? What if I don't get sponsors? What if I ~~fall short~~ ^{fall short} just like my dad? These things scare me, and when the girls on the team talk about me being a senior next year I get nervous and think "what if this is it?" I try not to think about these things, but these are the topics that I can't avoid. There is a ~~big~~ big part of me that is terrified of professional golf, but there is also a part of me that sees the girls successful on tour now knowing that I was kicking their asses a few years ago. I'm finding myself stuck in this hole of comparing myself to others combined with this fear of life after college and if I'm going to succeed or not.

For this season I am just pissed and frustrated and almost overwhelmed. I feel like I give my fucking all constantly, especially in the circle, and it seems like I am the only one. I feel like I am the only one that is pitching competitively and giving 100% and being that bitch! I'm also ~~very~~ feeling very accomplished right now. Because it's showing me that I am a badass, but I'm also someone that will make a mistake. However, I feel like I can't enjoy being great because there's only 3 (if that) of us pitchers that are competitive and not making excuses about every pitch! I'm MORE pissed off because when I try to help another pitcher I get blown off and is told very rudely that she's got it. Like obviously I am doing something right, so let me help you because I am succeeding and you keep getting taken 250 almost every game. I'm frustrated because she blames everyone but herself for ~~her~~ mistakes and I am tired of



III. HOW ARE YOU MANAGING YOURSELF, COACHES?



WHAT ARE YOU DOING FOR YOU?

- Work on your coaching philosophy.
- Develop your coaching mental skills
- Managing emotional regulation
- Is your identity too wrapped up in coaching and results?

WHAT YOU CAN DO NOW!

Use

Use the Shitty first draft when you “feel” anxious, nervous, sad, depressed, angry



Sit

Sit for 10 minutes a day, let your mind wander, go where your thoughts take you, and then write for 5 minutes. See what patterns and themes emerge over time.



Find

Find and Admit your gifts/strengths. See how they play out in your life and behaviors.



Admit

Admit to what is holding you back and develop a plan to work through them and take your power back!!



IV. BEHAVIORAL ASSESSMENT

USING DISC TO HELP UNDERSTAND AND TO MOTIVATE

Conscientious



I stick to the plan and am accurate with details.

- Slower/Systematic
- Task & Process
- Accuracy Precision
- Criticism of their performance
- Following the rules Logistics & planning Creating systems
- Withdrawn & stubborn
- Perfectionists Critical Unresponsive

INDIRECT, SLOWER PACED

Steadiness

I am a reliable and consistent team player.



- Slower/Relaxed
- Relationships
- Acceptance Security
- Sudden changes Instability
- Listening Teamwork Supporting others
- Passive & indecisive
- Oversensitive Slow to begin Lacks global perspective

= Pace = Priority = Motivated by = Fears

GUARDED, TASK/GOAL FOCUSED



OPEN, PEOPLE/RELATIONSHIP FOCUSED

Dominance

- Fast/Decisive
- Goal
- Results Control
- Not having control Completely trusting others
- Challenges Leadership Driving high standards
- Dictatorial & critical
- Impatient Insensitive to others Poor listener

I like to drive and direct others.



DIRECT, FASTER PACED

Influence

- Fast/Spontaneous
- People & Interaction
- Participation Praise & encouragement
- Loss of social recognition
- Persuading Motivating & high energy Entertaining
- Sarcastic & superficial
- Inattentive to detail Short attention span Low follow-through

I bring energy and atmosphere to the team.

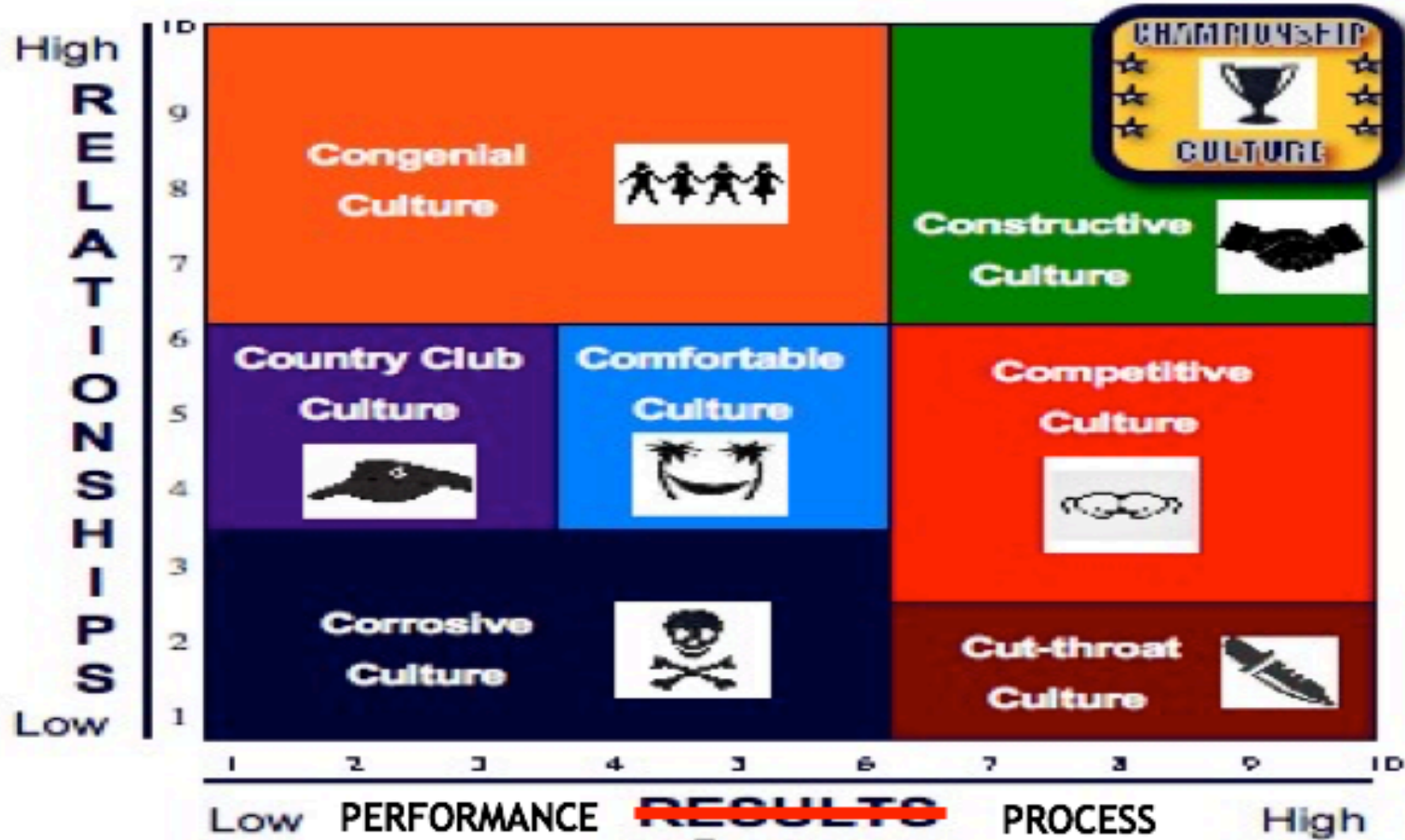


= Strengths = Under Stress = Growth Areas

V. PERFORMANCE AND RELATIONSHIPS

VIRTUALLY CLOSING THE GAP

8 KINDS OF CULTURES™



Jeff
Janssen

PERFORMANCE RELATED WHAT CAN YOU DO NOW?

ROUTINE – Stick to
It

Watch Film

Train with or
without
Biofeedback
(see below)

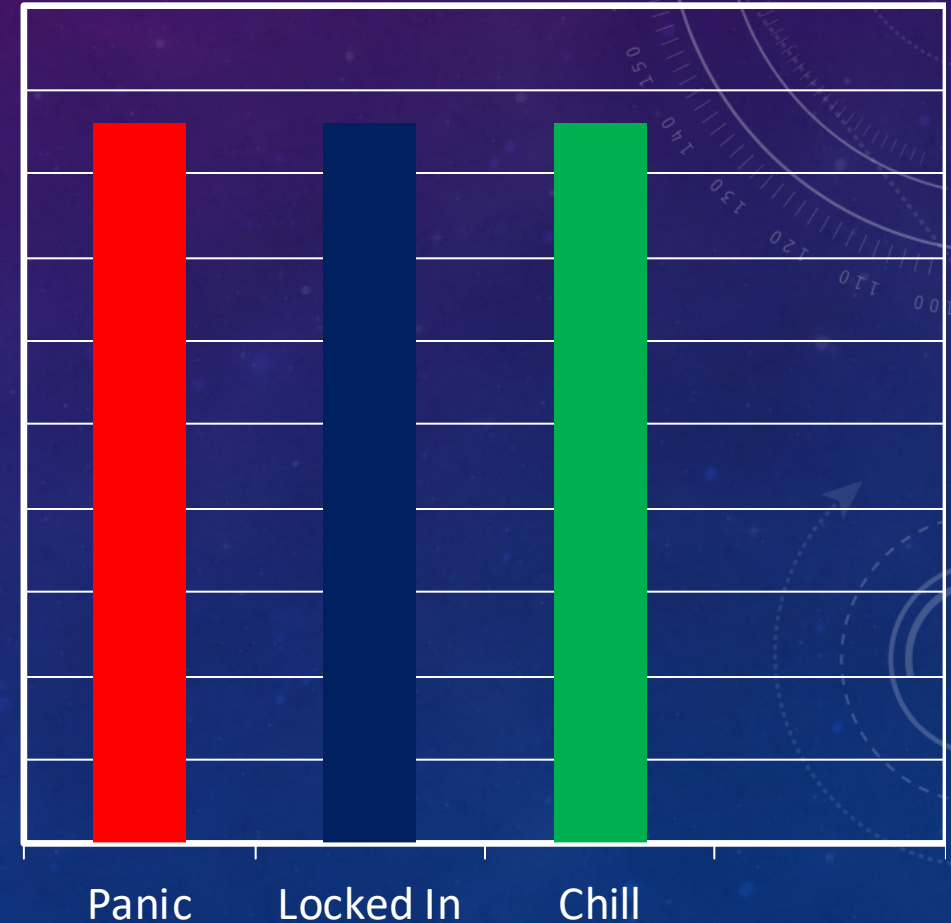
Activities with
Pressure and
Journaling

EMOTIONS MATTER TO PERFORMANCE CONCENTRATION AND AWARENESS

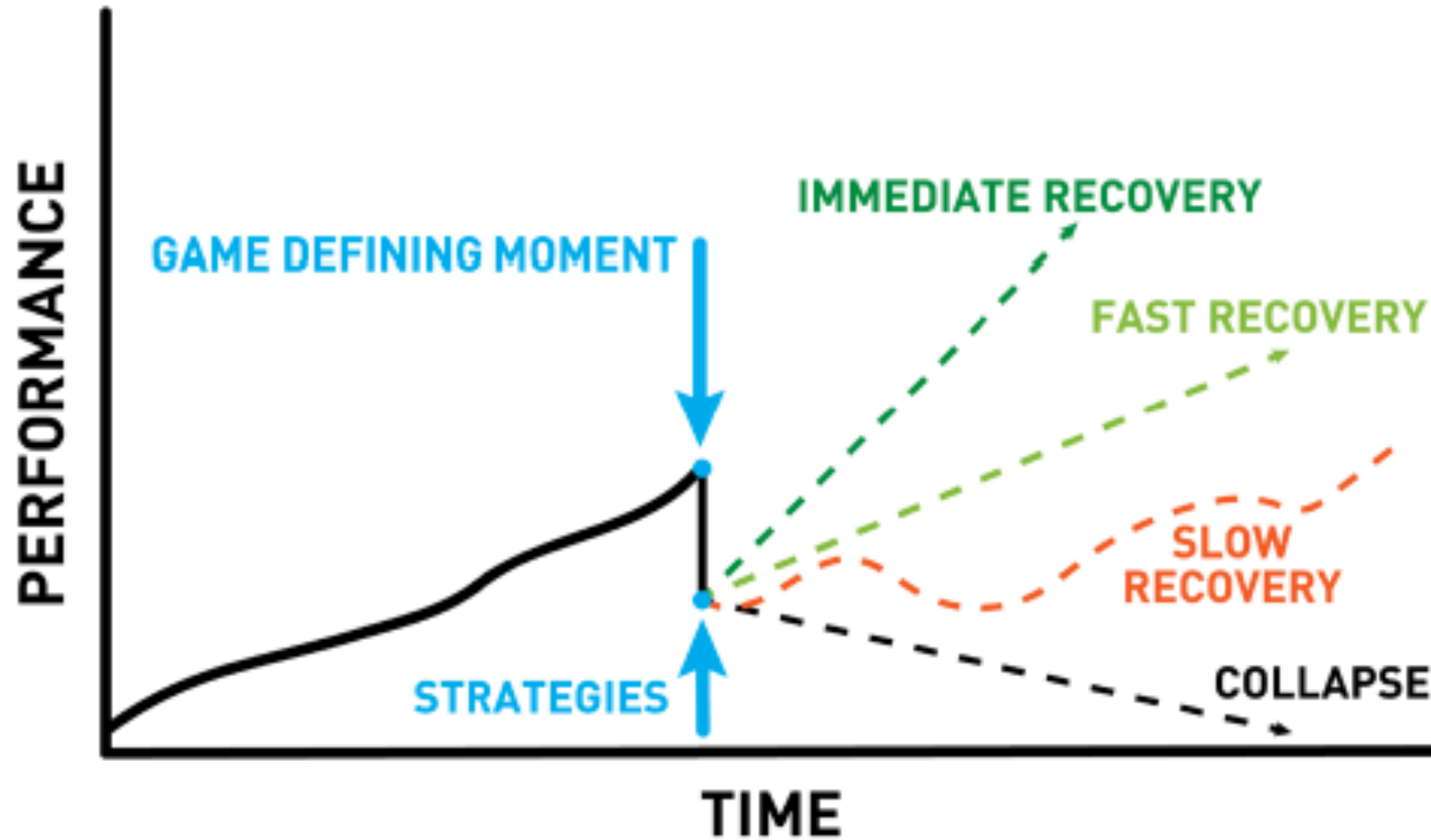


UNDERSTANDING MIND/BODY CONNECTION

- **Physiology does win out eventually but does not have to also take down the mental**
- **A human CAN control thoughts and thus impact physiology. Takes PRACTICE AND EFFORT**
- **Ask Yourself what you:**
 - **THINK**
 - **FEEL**
 - **SEE**
 - **HEAR****IN EACH ZONE**



WHY DOES THIS MATTER?



THE MENTALITY CHART

| | RED | BLUE | GREEN |
|-------|-----|------|-------|
| THINK | | | |
| FEEL | | | |
| HEAR | | | |
| SEE | | | |

BUILDING RELATIONSHIPS RELATED WHAT CAN YOU DO NOW?

Defining
Non-
negotiables

1 v. 1
Activities

Re-Teaching
Leadership

SFD's and
Journaling

RELATIONSHIPS AND LIFE SKILL DEVELOPMENT



- Reassessing Non-negotiables, core values, etc.
- How can we live these out virtually?
- A picture can mean a thousand words

CONNECTING WITH PLAYERS AND TEAMMATES

- 1 v. 1 Show each other an object your house
- Create a playlist by having everyone send in their favorite pump up song and then they have to guess who picked which song. Then provide a why.
- Send a picture of an object that means something special, guess who the object belongs to. Then player provides the why
- Put players into teams and have them watch their sport; have them answer questions

VI. EXAMPLES FROM OTHER PROGRAMS

MAKE IT YOUR OWN FOR YOUR CULTURE/PROGRAM

DEVELOPING LEADERSHIP

- Frame/teaching leadership in terms of observational skillfulness
- Teach them to be better observers of what is going on/ isn't around them at all times and how important it is to have an appropriate and timely response to what they observe.
- Could be a response to something that's good or one to something that's not so good. But moment to moment.
- Similarly we will be working on better observational skills for decision making and consequential responses on the field

[illegible]



JOURNALING IS THE KEY

PATTERNS AND THEMES WILL EMERGE

THE KEY = REFLECTION

AT TOP OF PAGE, WRITE RED, BLUE, GREEN

What were you
feeling?

What were you
thinking?

What were you
attending to
(5 senses)?

What worked well;
or didn't work
well?

How does that
relate to past,
present, or future
performance?

“I was very tense and nervous for the first six ish holes. I was a spaz and was getting overwhelmed for no reason. It took me a while to get into a good groove and be confident with my golf game and not think about score. I was overwhelmed with my score and wanting to shoot well for the team and myself and I know people watch the scores online and I want to play well.” ***(DISC PROFILE??)***

“When you both made me laugh it helps, but now I have to figure out how I can get to the level I need to be by myself without you walking with me because that will happen. I need to be confident with what I can control and can’t worry about the result if I did everything I could.” ***(Mental Skill Identified)***

“Basically my shitty first draft was going through my head which made me more nervous. After realizing that it doesn’t help anything, I let go more and took one shot at a time and focused on a specific thing I can control. These were my aim point, and my shot targets. By being confident with those and repeating them, it helped me focus more distinctly on that specific shot and moment which I need to do the whole time.” ***(Implementation of SFD which has led to Mental Skill Identification)***

MEETING THE OBJECTIVES OF WEBINAR

- I. Named some of the issues
- II. SFD's can help to understand and change behavior; create neutral thinking
- III. Coaches, make sure you're developing your psychological and emotional
- IV. Use the DISC to understand and to motivate team/players
- V. Ideas to virtually close the gap in performance and in building authentic relationships
- VI. Reach out to one another and please use journaling!

THANK YOU! QUESTIONS/COMMENTS?

Becky Burleigh
Head Women's Soccer Coach UF Gators

Mary Wise
Head Women's VB Coach UF Gators

Dawn Shockley
Head Women's Golf Coach Oregon State

Bill Beswick
Guru of ALL things sport psychology

Celia Slater (Mama C)
True North Sports

Dr. Tiff Jones
Certified Mental Performance Consultant

BE ON LOOKOUT FOR VIRTUAL COACH DEVELOPMENT ACADEMY

RECOMMENDED BOOKS/READING

- Playmaker's Advantage
- Focus (Daniel Goleman)
- Chasing Excellence (Ben Bergeron)
- Habitudes (Tim Elmore; Growing Leaders)
- Athlete Assessments
- The Performance Cortex (Schonbrun, Zach)
- Anything Malcom Gladwell (Blink, Outliers, Talking To Strangers)
- Simon Sinek
- Angela Duckworth
- Brene Brown (Dare to Lead)
- Fierce Conversations (Susan Scott)
- *The Boy, The Mole, The Fox and the Horse*