



Competition Feedback System

In *The Culture Code* Daniel Coyle calls feedback practices like those used in the Navy Seals and Pixar, "Candor-Generating Practices." For the Navy Seals, they're called AAR's or After Action Reviews. These post combat feedback sessions are a major part of what makes the Navy Seals such an elite fighting force. At Pixar, The BrainTrust is what they credit when people point to their repeated success. Following this box you will find questions asked in the B.A.R. (Before Action Review) and A.A.R. (After Action Review) used by the Navy Seals as cited in *The Culture Code*, as well as my adaptation of an A.A.R. for an athletic team.

These questions are taken from *The Culture Code* by Daniel Coyle.

Before-Action Review

1. What are our intended results?
2. What challenges can we anticipate?
3. What have we or others learned from similar situations?
4. What will make us successful this time?

After Action Review

1. What were our intended results?
2. What were our actual results?
3. What will we do the same next time?
4. What will we do differently?

AAR Adapted for Team Use

Following each match, the following questions are to be considered by team and staff immediately following the match.

1. What worked in this match?

(This will be about the things that went right; there had to be something. Sure, it might be "we didn't fall down while we were standing for the National Anthem," but I bet there's more than just that. This is the time to list the successes that happen during every game)

2. What was our challenge in this match/where do we need to grow?

(Limit this to 2 or 3 major things to avoid this question going too long, that will be a temptation for both players and coaches. Don't give in! And keep this dialogue in the "WE.")

3. Does anyone have anything to say to each other or to coach/coaches?

(Were there things that happened during the heat of battle - good or bad - that weren't properly addressed for sheer lack of opportunity; get everyone used to saying those things at the first possible opportunity.)

4. How did we demonstrate our values to onlookers through our play?

(If a stranger were watching you practice or play, would they be able to tell what the program valued by observing your behavior. Do this self assessment and note the good, bad and ugly after every game.)

5. Greatest Fail of the Match?

(Failing is growth so make sure to note the great moments of growth aka failing everyday. This is something to do after practices and competitions)

6. Thank you Time

(Gratitude grows resiliency: our parting words will always be ones of genuine gratitude. This might be for an on court action or highlight or in the subtle pick me ups during timeouts and between sets. Intentionally create a habit of gratitude for your players and coaches - it will lead to resilience.)

Athlete 3C Evaluation of Coach

Directions: Circle the number that best reflects how you feel about your coach's behaviors. When you are finished, add up the numbers using the directions below. There are no right or wrong answers.

Q#	I feel...	not at all like me	a little like me	neutral	mostly like me	very much like me
1	My coach doesn't listen to me	5	4	3	2	1
2	My coach supports me	1	2	3	4	5
3	My coach cares about me	1	2	3	4	5
4	My coach respects me	1	2	3	4	5
5	My coach involves everyone in important team decisions	1	2	3	4	5
6	I can talk to my coach openly	1	2	3	4	5
7	My coach is honest with me	1	2	3	4	5
8	My coach is fair	1	2	3	4	5
9	My coach treats everyone equally	1	2	3	4	5
10	My coach knows me as an athlete and as a person	1	2	3	4	5
11	My coach makes playing my sport fun	1	2	3	4	5
12	My coach makes all the decisions about our team	5	4	3	2	1
13	My coach encourages me to ask questions	1	2	3	4	5
14	My coach trusts me to make good choices on the field/court	1	2	3	4	5
15	My coach focuses my attention on things I can control	1	2	3	4	5
16	My coach helps me improve my sport skills	1	2	3	4	5
17	My coach helps me feel more confident about my sport	1	2	3	4	5
18	My coach helps me learn about my sport	1	2	3	4	5
19	My coach has positively impacted me	1	2	3	4	5
20	My coach displays good sportsmanship	1	2	3	4	5
21	My coach is positive with feedback	1	2	3	4	5
22	My coach tells me how I can improve at my sport	1	2	3	4	5
23	My coach yells at me	5	4	3	2	1
24	My coach yells at the officials	5	4	3	2	1

- Q# 1 + 2 + 3 + 4 + 6 + 7 + 8 + 9 + 10 = _____ care scale (range 9-45)
 Q# 5 + 12 + 13 + 14 + 15 = _____ choice scale (range 5-25)
 Q# 16 + 17 + 18 + 21 + 22 = _____ competence scale (range 5-25)
 Q# 11 + 19 + 20 + 23 + 24 = _____ positive influence and enjoyment scale (range 5-25)