

CREATING THE ENVIRONMENT FOR EXCELLENCE

GLORIA BALAGUE Ph.D.
 USATF Sport Psychology
 gbalague@gmail.com




OUTLINE

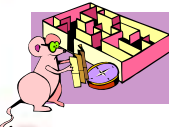

- Characteristics of an excellence environment
- The coach as the architect of the environment
- Specifics: Motivation, Self-Awareness, Productive thinking, Self-confidence



WHY Sport Psychology?

- What kind of athletes do you want?
 - Confident, motivated, able to focus, consistent, good team members...?
- Do you train these skills?
THEY ARE TRAINABLE....

Start with the end in sight!

Goal Setting Backwards

MEDAL AT THE OLYMPICS
 ↓
 Consistent Performance at major intl. meets
 ↓
 Able to compete well in Europe by self
 ↓
 Top performance at Nats/Trials
 ↓
Quality practices



THE TASKS OF LEADERS

ESTABLISH CLEAR VISION

FORMULATE STRATEGY & PLAN

COMMUNICATE




Jones & Morehouse (2007)

THE COACH AS ARCHITECT OF THE PERFORMANCE ENVIRONMENT

- TO ACHIEVE THE **VISION** THE COACH MUST FIND BALANCE BETWEEN

CHALLENGE <i>(High expectations, Clear Consequences Pressure as positive)</i>	and	SUPPORT <i>(individualized support attention to the whole person/Care Rewards contingent on behavior)</i>
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7 Secrets of Successful Coaches

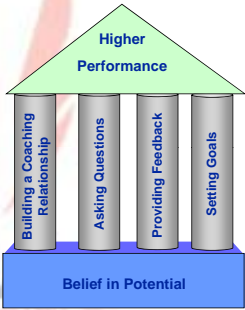
1. Character Based
2. Competent
3. Committed
4. Caring
5. Confidence-Builders
6. Communicators
7. Consistent



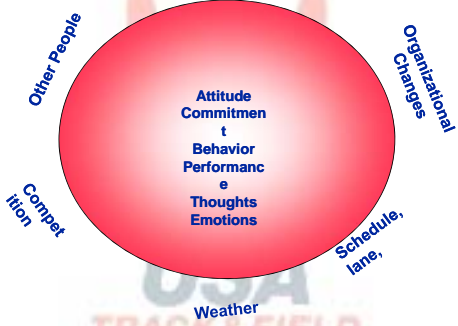
Jeff Janssen & Greg Dale (2002)

Fundamental Coaching Skills

- Building a coaching relationship
- Asking Questions/Communicating
- Providing feedback
- Setting goals



Control the Controllables



Essential aspects of motivation

- Autonomy/Control
- Competence/Capability
- Relatedness/Belonging

Motivation Tools

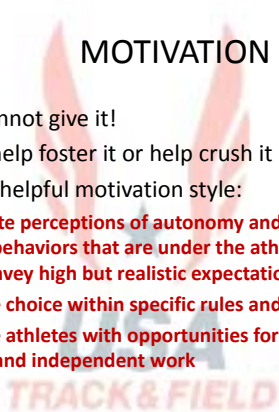
- **Competence**
 - Goal Setting
 - Feedback
- **Autonomy**
 - Decision-making opportunities
 - Choice
- **Relatedness**
 - Personal Involvement
 - Vision
 - Relationships

Three Very Important Rules

- **Any attempt at external control will reduce internal motivation**
- **Any feedback that undermines perceptions of competence will reduce internal motivation**
- **People have to want to belong for relatedness to have an impact**

MOTIVATION

- Coach cannot give it!
- You can help foster it or help crush it
- Basics of helpful motivation style:
 - promote perceptions of autonomy and competence, target behaviors that are under the athletes' control , and convey high but realistic expectations.
 - Provide choice within specific rules and limits
 - Provide athletes with opportunities for initiative taking and independent work



MOTIVATION

- Make sure to allow for Dream Goals and talk about mapping them
- Ask your athletes to set Goals, including STRETCH GOALS




STRETCH-GOALS

Those goals that have an equal chance of being achieved as not




SELF-AWARENESS

- Self-awareness of what works
- Incorporate Energy Management
- Use their own language
- Have them reflect




PRODUCTIVE THINKING

- Make it a part of the training language
- Purposeful
- Productive
- Possibility
- Watch your own!

Productive Thinking


- Focused on present
- Personally controllable
- Task related
- Personally relevant

POSSIBILITY THINKING

What could be?
Avoid self-imposed barriers




CONFIDENCE



- In the coaches
- In the system
- In themselves
- *Show Confidence*
- *Give opportunities for success*
- *Positive Feedback 4/1*
- *Useful Feedback: What to do*

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WHAT IS YOUR PLAN?

- **What are your stretch goals?**
- **What are some things you can incorporate into your program to better prepare your athletes for their stretch goals?**

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THANK-YOU FOR YOUR ATTENTION!

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