CREATING THE ENVIRONMENT FOR EXCELLENCE

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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

THE COACH AS ARCHITECT OF THE PERFORMANCE ENVIRONMENT
• TO ACHIEVE THE VISION THE COACH MUST FIND BALANCE BETWEEN
  CHALLENGE and SUPPORT
  (High expectations, Clear Consequences)
  (individualized support attention to the whole person/Care)
  Pressure as positive)
  Rewards contingent on behavior)
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

Attitude
Commitment
Behavior
Performance
Thoughts
Emotions

Control the Uncontrollables

Weather
Schedule
Time

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

STRETCH-GOALS

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

PRODUCTIVE THINKING

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

SELF-AWARENESS

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

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

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?

THANK-YOU FOR YOUR ATTENTION!