

SUPPORTIVE

Your ability to provide encouragement or emotional help.

WHAT WILL YOUR COACHING CHALLENGE BE AT DIFFERENT LEVELS?

LOW

Athletes at low levels will:

- Give more negative feedback than positive feedback.
- Make their teammates frustrated or angry when giving feedback.
- Have a negative impact on their teammates' confidence because they are too critical.
- Not use physical contact (high-fives) to build team spirit.
- Only support others during positive situations, but not tough times.

HIGH

Athletes at high levels will:

- Give more positive feedback than negative feedback.
- Make their teammates feel better when giving feedback.
- Have a positive impact on their teammates' confidence because they praise them in a truthful way.
- Use physical contact such as high-fives effectively to build team spirit.
- Effectively support others in both positive and negative situations.

HOW CAN YOU MOVE YOUR ATHLETES TO HIGH LEVELS?

Coaching Tips

- **Reinforce Giving Timely Feedback:**
 - ✓ Serve as a role model by giving appropriate and timely feedback. Reinforce your athletes to do the same.
 - ✓ Provide specific and honest feedback delivered in a positive way.
 - ✓ Set the tone that feedback is a great and necessary thing to improve rather than something to fear.
- **Use the Magic 5:1 Ratio to Provide Feedback:**
 - ✓ Athletes will continue to work hard when you provide feedback using this 5:1 ratio. For every 1 piece of negative feedback, you should also provide 5 positive statements. Research shows this is the ratio where trust and support will grow tremendously.
 - ✓ Be aware that some athletes will shut down and not grow if they are constantly given negative feedback with no praise.
- **Build Team Trust Everyday:**
 - ✓ Encourage a culture of trust as the foundation of a strong team. Discuss breaches of trust or misconduct that negatively impact team cohesiveness.
 - ✓ At the beginning of the season, have the team agree on consequences for violations of trust. Praise players who can bring the team together. Be sure to recognize the supportive behavior each practice.
 - ✓ Encourage athletes to cheer for each other and engage in high-fives, fist bumps, etc.

Talking Points

- Discuss different types of support team members may need, such as high-fives, hugs, or supportive words.
- Share examples of teams who work well together like the Golden State Warriors during their championship runs.
- Recognize players who are supportive of their teammates. Create an award or weekly recognition for them.
- Discuss if additional types of support are needed outside of the team environment.

Tools

- APP Lessons: High Five, The Magic 5 to 1 Ratio
- CORE Elements: Team Player, Composure
- PRESSURE Elements: Short Fuse, Skeptical, Stubborn, Perfectionistic

"Really get to know and establish relationships with your teammates because they are your new family and they will be the ones there for you when anything goes wrong." – Alex Morgan, Women's USA Soccer Star –