

TRUST

Your ability to be counted on when teammates need you and you need them.

WHAT WILL YOUR COACHING CHALLENGE BE AT DIFFERENT LEVELS?

LOW

Athletes at low levels will:

- Have a hard time following through on promises.
- Not take ownership for mistakes.
- Not be someone that other teammates want to confide in.
- Not communicate openly or in a respectful way.

HIGH

Athletes at high levels will:

- Always follow through on promises.
- Be willing to take ownership for their mistakes.
- Be someone that others can easily confide in for issues.
- Share their thoughts openly and treat others with respect.

HOW CAN YOU MOVE YOUR ATHLETES TO HIGH LEVELS?

Coaching Tips

- **Lead by Example:**
 - ✓ The best way to build trust in your athletes is to show them that you trust them. They are always watching and taking cues from you, especially on how you follow through on commitments and whether you play favorites.
 - ✓ Appreciate and value each athlete's unique abilities and style. This shows you care about them and builds trust.
 - ✓ Show confidence in your athletes' abilities and believe they can follow through.
- **Communicate Openly with Respect:**
 - ✓ Create a team charter that defines the team's purpose. Next, identify 5-7 standards that define how everyone will treat each other (e.g., bring your "A" game, mutual respect, fun, no gossip/cliques) throughout the season.
 - ✓ Designate a few minutes of each practice to check-in with the team. Ask if anyone has any issues they want to discuss. Encourage honesty and mutual respect to reduce conflict and move towards solutions. You will have to take the lead in modeling the way early on until athletes get comfortable speaking up.
 - ✓ Create a culture where the team never points fingers. Rather, create a culture where they focus on solutions.
 - ✓ Stop gossip and conflict immediately as they will destroy trust quickly.
- **Know Each Other on a Personal Level:**
 - ✓ Encourage meaningful bonding beyond the regular practice schedule. For example, create situations such as a "Team Olympics" where they try different activities outside of your sport. It is fun and often levels the playing field for bonding to occur. Or set up a team dinner (e.g., Taco Tuesdays) where everyone helps prepare.
 - ✓ Encourage people to get to know what is going on in their teammates' lives outside of the sport.
 - ✓ Randomly pair up teammates on a regular basis for different drills or off the court activities to build deeper connections and avoid cliques.

Talking Points

- Discuss the negative power of gossip and cliques. Agree that people won't say things about others unless they will say it to their face.
- Share examples of how trust (or lack thereof) have impacted teams and their success.
- Have each athlete suggest creative and fun ways to get know each other better.
- Discuss how athletes can build trust in little ways, such as being generous, patient, dependable, & consistent.

Tools

- APP Lessons: Trust is Key
- CORE Elements: Team Player, Coachable
- PRESSURE Elements: Skeptical, Stubborn, Perfectionistic

"Good teams become great ones when the members trust each other enough to surrender the 'me' for the 'we'."

– Phil Jackson, NBA Coaching Legend –