

# COACHING NOTES FROM COACHING CULTURE

## EPISODE 95; BUILDING AN INTRINSICALLY MOTIVATED TEAM WITH PETE JACOBSON FROM WINSMARTER.COM



Mentorship to Help You Transform Your Leadership: [thriveonchallenge.com/mentorship/](https://thriveonchallenge.com/mentorship/)

Schedule a Mentorship Call with JP: [calendly.com/thriveonchallenge/initialcall](https://calendly.com/thriveonchallenge/initialcall)

With Nate: [forms.gle/5f8VmQ5LM8uN1qJd9](https://forms.gle/5f8VmQ5LM8uN1qJd9)

Download Pete's Special Resource: [winsmarter.com/coachingculture](https://winsmarter.com/coachingculture)

### Problems with Traditional Motivational Tactics

- Being a coach is a vastly different experience than as a player when it comes to our perspective on motivation.
- Often we gravitate as coaches towards the authoritarian style, but that leads to a disconnect between us and our players.
- Our first response is to blame kids, entitlement, parents, etc...

### ABCDs of Motivation

#### Autonomy: Independence and Direction

- "We need to allow them to have ownership and say in the things that are most important in our program." -Nate Sanderson
- Locus of Control- The extent to which people believe they have control over their life. We want to have a say in the matter. When we have control we feel safer.
- Reciprocal Emotion- Give and take. We need to give trust to receive it. Gives you permission to coach them even harder.
- Build Self-Awareness- By giving them ownership you empower them to "Be your own best coach."
- Develops Empathy- You are able to put them into the shoes of the coach or teammate when they are given the power to make real leadership situations.

# COACHING NOTES FROM COACHING CULTURE

## EPISODE 95; BUILDING AN INTRINSICALLY MOTIVATED TEAM WITH PETE JACOBSON FROM WINSMARTER.COM



### Strategies

Autonomy Time: Partner athletes up and allow them to coach each other up.

Build Choice into Program: Move from things you don't care that much about to the things you really care about-- the meaningful things. Use "choice training wheels".

Intentionality in Language: "So is that your choice?" Gets them to double down on the fact they are making real choices.

Empower Players to Set Standards for the Team: What do we want to achieve as a team? What do we need to do to achieve those outcomes?

### Bonds: Relationships

Don't coach your players, coach your people. Coaching is all about relationships!

### Strategies

The Little Things: Important to understand grand gestures are not where you build relationships. It's having those conversations day in and day out, non sport related.

Buddy Week: Parenter players up and they spend as much time with each other as possible. At the end of the week buddy quiz or "Newlyweds Game". Breaks down the barriers and starts to build strong relationships with kids who don't always connect.

JP Nerbun  
jpnerbun@thriveonchallenge.com  
Twitter: @jpnerbun  
thriveonchallenge.com

Nate Sanderson  
@CoachNSanderson  
Nate\_S@BreakthroughBasketball.com