

COACHING NOTES FROM COACHING CULTURE



EPISODE 119 THE 4 STEPS TO IMPLEMENTING THE RULE OF 3 WITHIN YOUR CULTURE

Register for April 5th Workshop in Chicago <https://thriveonchallenge.com/public-workshop/>

Mentorship to Help You Transform Your Leadership: thriveonchallenge.com/mentorship/

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With Nate: forms.gle/5f8VmO5LM8uN1qJd9

What is Acceptable - Unacceptable - Exceptional

Players begin by establishing what they consider Acceptable (A) - Unacceptable (UA) - Exceptional (E) as it relates to your core values. It is critical that they choose and describe the behaviors specifically, and they must be agreed upon by all.'

Consistently and Constantly Ask, "What does success look like in this _____?"

In drill

In a practice

In a game

In a team meeting

In a team dinner

We also do this in building a Team Manifesto- Vision and Standards for the Season.

Implementing the Rule of 3

Rule 1 - It starts with me.

Have players identify the challenges / obstacles that keep them from A or E behaviors. Have them identify personal interventions that can help them raise their state during a practice or game. Examples might include...

- Positive Affirmations
- A Mental Routine / Mistake Response Routine
- Breathing Exercises
- Focus on the present moment
- Etc.

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Individual

1. Do you accept and agree to the standards outlined by the team? Allow room for people to argue against standards. Clarify that they will be signing this document at a later date.
2. Are you willing to accept feedback from teammates and coaches when you fall below the line? How should you accept feedback? Allow for discussion about the proper response.

- Team Manifesto
- Quick Set
- Reset

Rule 2 - I need you too.

Have players share their personal obstacles from above with teammates. Have them identify interventions teammates can use with them personally to help raise their level. Share those with the group. Include an intentional expression of permission - "I give my teammates permission to help raise my level when I cannot do it myself."

Team

1. What can we do to support each other to meet these standards?
2. When and how should we hold each other accountable? In this part, you will want to encourage things like:
 - a. E.R.N. (Encourage, Remind, and Notify)
 - b. One-on-one Conversations
 - c. Not yelling at each other.
 - d. Not calling a teammate out in front of others. You must be living the standard first.

Rule 3 - Coach & me.

Similar to the process for Rule 2 - have players share their obstacles and identify behaviors coaches can use to help raise their level. Players should also discuss how coaches can intervene when the individual level is unacceptable.

The Key - Coaches must pause and give players opportunities to self-correct, and correct one another, before intervening!

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Coaches

1. How can the coaches best support you to meet these standards?
2. How should they hold you accountable when you fall below the line? At this part of the process, you may even leave room to allow for more honest conversation. You can also choose to teach about progressive consequences and reinforce that practice and playing are privileges.

Coyle's Feedback Model

1. Affirmation of belonging
2. Feedback
3. Confidence building statements
 - I know you can do this.
 - We believe in you.

It's different from a bullshit sandwich because you are diffusing the limbic system and communicating your belief in the future ability.

Learn More

Episode 113 of Coaching Culture

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