

# COACHING NOTES FROM COACHING CULTURE

## EPISODE 120/121 HOW PERSONALITY NEGATIVELY IMPACTS PERFORMANCE WITH LYNN KACHMARIK



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

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)

### Equilibria

- Simple program to move from personality to character.
- Concrete tools to help you become a better person.

### Colors

- Yellow: Highly Sociable
- Red: Doer
- Green: Thinker
- Blue: Supporter/ Relater

Potential Limiters (Not Weaknesses): What are some things that can hold you back?

Personality can keep you from reaching your potential. We have to understand what our athletes need.

Personalities React

Character Responds

When you use your personality and react--someone gets hurt.

Above the Water: Personality

Below the Water: Character

Great people making bad decisions that hurt people.

People are making decisions based on personality, lack of personal control, and emotions.

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### Effective Communication

1. Speaking
2. Listening
3. Acknowledging

Not just a self-awareness tool, but a self-management tool.

### The 8 Essentials of Intentional Leadership

To help leaders unlock the full potential of their teams, we have interviewed multiple team members around the world – how they think, interact and perform. Through this work we have pinpointed eight characteristics of high performing teams. We call them the 8 Essentials.

Equilibria in Sports facilitates on-site professional development on each of the 8 Essentials:

(1) Self & Team Awareness, (2) Shared Vision & Values, (3) Clarity of Roles & Processes, (4) Trust, (5) Diversity & Inclusion, (6) Commitment, (7) Accountability & (8) Learning & Continuous Improvement.

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