



## Episode 169

# Why Playing time is the Most Divisive Issue for Team Culture

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**The Playing Time Culture System Online Course:** [buff.ly/2L8lrQM](https://buff.ly/2L8lrQM)

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### Episode Notes

- **4 categories of complaints about playing time:**
  - We don't understand how decisions are made around playing time
  - Perceive a misalignment in values
  - The fear of the unknown
    - They don't know if they'll play or not
  - Unmet expectations
- **Why is playing time such an uncomfortable topic:**
  - The era of authority when a coach's decisions were not challenged or questions is over
  - It's hard for the coach (who has extensive experience in the sport) to communicate about playing time with the parent (who has extensive experience in their kids experience)
    - The coach is focused on what's best for the team
    - The parent is focused on what they think is best for their kid



- Kids grow up and are often showered with affirmation
- Too often coaches struggles to empathize with their players, because the coach was a person who played a lot
  - We're asking kids who don't play much to be out for the sport they love, but not get to play it much
- Players have those individual agendas
  - Try to leverage those individual interests to serve the team
- Parents often see every practice and game at the lower levels
  - When they get to HS, there's closed practices and the parents don't have access to that information
  - Use the "Competitive Cauldron" to have objective data about players performance that can be shared with parents if needed
- Playing time is a limited resource!
  - There are only so many minutes to go around
- **Misalignment of values:**
  - Coaches talk about valuing hard work, but usually at the end of the day we play kids based off performance
  - The decision to play is based on a curve
    - It's the 5-8 best in the gym at any given time
    - The player does not have total control over their playing time, there are tons of factors that contribute to it
    - Every athlete is trying to improve and earn their time at the same time
  - It's difficult to say to a player, "you need to do these things, and you need to understand that improving in those areas might not earn you that time because of those in front of you."
    - "It matters who is in the gym"



- **Success at the previous level:**
  - There's a misconception that success at a previous level will translate to the next level
  - When a player gets into high school, they are competing against older players and there are more factors
- **The Playing Time Culture System:**
  - Phase 1
    - Determine playing time in a clear way
      - Let stakeholders know how it's determined
  - Phase 2
    - Communicate roles and playing time in a respectful and honest way
      - We sugar coat things way too often
  - Phase 3
    - Support players in their role
      - We want every player to have a positive experience in their role