

The Coaching Culture

Podcast Notes



Episode 208 Why Threats (Blaming, Shaming, and Yelling At Athletes) Aren't the Best Ways to Lead

[iTunes](#)
[Anchor](#)

[Google](#)
[YouTube](#)

[Spotify](#)

Highlights

- Is the way I'm coaching the best way to coach?
- How to discipline and motivate your players.
- How to build the character of your players.
- How to strengthen relationships.
- How to increase the inner motivation of your players.

Important Questions to Ask

1. Is it useful and is it the best practice to use threats toward our players whether that's physical or emotional in order to get compliance?
2. Do the ends justify the means in terms of how we are dealing with our players in practices and games?

Wrong motivational tools to get players to do what you want them to do.

1. Physical punishment – get everybody on the line, except the player that's not working hard so he/she can feel bad about it. This is a clear shaming type tactic.
2. Emotional punishment – when things don't go well, we yell at our athletes. Stop practice and highlight one player that failed to do their job.
3. Blaming game – after a game pointing out the fault of our players that led to that loss. We make them feel bad because we want them to change.
4. Labeling – calling players names. Labeling players as lazy or entitled. Using these types of labels to try to get them to gain greater self-awareness and make changes in their behavior.

Why do we still use these types of tactics?

1. The models that we experienced ourselves as coaches often included these types of behaviors and particularly if we experienced success as an athlete with a coach that used threats to manipulate our effort or performance.
2. "It because it works." Mano Watsa. In the short term the threat of punishment, the threat of humiliation, the threat of being called out in front of your peers'..., it's a short-term motivator that can change behavior in the moment.



When we use these kinds of threatening tactics, it costs a little bit of our dignity and it costs the dignity of our players. In a sense it's communicating, as a human being, you don't have enough to where we want to go so, I got to threaten you in another way.

Four Types of Responses

When we choose to discipline our players through emotional and/or physical threat, what we get is one of the four types of responses that Jane Nelsen talks about in positive discipline.

1. Resentment
2. Revenge
3. Rebellion
4. Reduced Self-Esteem

Nate's Added "R"

Repelled – when you constantly or even occasionally relying on threats to get to compliance, that is a withdraw in that relationship. It creates uncertainty and unpredictability; it makes it feel like it's an unsafe environment. It's unsafe to be me and give my best effort. It creates distance; it creates an obstacle and a barrier to relationship.

JP's Added "R"

Regulation – "A dysregulated person can never regulate another person." Dr. Bruce Perry. When someone is having an emotional response, and if we come and add more emotion to it, it doesn't help them, it makes it worse. As coaches we need to be in control of our emotions if we want to help our players in the emotional moments.

Nate's Question to Keep Himself in Check

Would I be able to act this way or say this thing or speak with this level of emotion in the classroom?

Accountability and Consequence (Mano Watsa)

When we use punishments, often time we are looking backwards—"that wasn't good enough so here it's the consequence for that". Prepare them for the challenge by looking forward.

1. Preparing the players ahead of time--we got to practice harder, and here is why.
2. Creating a challenge for them prior to their execution of that effort. Creating a why. Why does it matter?
3. How can we support each other to give better effort today, either as teammates or coaches, or even for themselves individually?
4. Bring the players into the process rather than just looking back.



Autonomy

Give the team ownership and autonomy. It allows them to find a solution in the moment without relying on the coach's threats to change their behavior. This is the difference between calling the players out and calling the players up

A Better Way for Coaches to Change Players' Behavior

What do you want me to do when we don't meet the standards? Allowing them to begin to articulate and talk among themselves, can they find the solution, teammate to teammate before it gets to the level where the coach has to intervene.

Takeaway - Is the way I'm coaching the best way to coach?

JP Nerbun

jpnerbun@thriveonchallenge.com

Twitter: @jpnerbun

thriveonchallenge.com

Nate Sanderson

@CoachNSanderson

NSanderson@ThriveOnChallenge.com