

Coaching Mission

You who are coaches are the most important persons in our organization. You determine the kind of experience our athletes will have with sports. We are committed to the principles of positive coaching. We expect our coaches to be "Double-Goal Coaches" who in addition to wanting to win, more importantly, want to help players learn life lessons and build character through sports. The following is what we expect from you during the coming season:

1. Model and teach your players' parents your desire to Honor the Game. Teach the elements of **ROOTS**--Respect for **R**ules, **O**pponents, **O**fficials, **T**eammates, and one's **S**elf.

- Share with your players' parents your desire for them to honor the game.
- Drill honoring the game in practice.
- Seize teachable moments to talk with players about honoring the game.
- Appoint a parent to be "Culture Keeper" for the team.

2. Help players redefine what it means to be a "Winner" in terms of mastery, not just scoreboard.

- Teach players the **ELM** Tree of Mastery--Effort, Learning, and bouncing back from Mistakes.
- Use a "Team Mistake Ritual" like flushing mistakes to help players quickly rebound from mistakes.
- Reward effort, not just good outcomes. Look to recognize players for unsuccessful effort.
- Encourage players to set "Effort Goals" that are tied to how hard they try.
- Use "Targeted Symbolic Rewards" to reinforce effort and team play.

3. Fill your players' "Emotional Tanks."

- Use encouragement and positive reinforcement as your primary method of motivating.
- Strive to achieve the 5:1 "Magic Ratio" of five positive reinforcements to each one criticism or correction.
- Schedule "fun activities" for practices, so players will enjoy our sport.
- Use the "Buddy System" to teach players to fill each other's "Emotional Tanks."
- Develop "player coaches" by asking for player input and asking rather than telling them what to do.
- Learn to give "Kid-Friendly Criticism." Criticize in private, "Ask Permission," use the "Criticism Sandwich," and avoid giving criticism in non-teachable moments.

4. Have conversations during team meetings with your players at every practice and every game.

- Review Honoring the Game, the ELM Tree, and the Emotional Tank throughout the season.
- Remind players about these three concepts before and after every game.
- Ask questions and encourage players to speak and contribute during team meetings.
- Use the "Winner's Circle" after a game to reinforce the positive things players did.

Coaches, thank you for all your time and effort. Let's have a great season!