

Understanding Your Coaching Practice **Kickstarter**

Name:

Date:

Kickstarter Checklist

Coaching Essentials

Equip yourself with coaching essentials to drive your continuous improvement and performance

- Reflective Practice
- Effective communication
- Developing Autonomy in Participants
- Additional Stretch Activity

Coaching Enhancement

Boost your coaching skills with our effective Coaching Enhancements

- Understanding Learning
- Reflect
- Additional Stretch Activity

Coaching Extras

Explore deeper insights to apply in your coaching practice with Coaching Extras

- Additional Stretch Activity
- Practice Design

Coaching Essentials

1. Reflective Practice



Have a go

Reflect on a recent coaching session or practice, then utilise one of the reflective practice frameworks or work your way through some of the questions listed below.

- What did you notice in your coaching practice?
- What did you see and how did you feel?
- What were the key qualities of the coaching practice?
- What did other coaches you were working with notice during the coaching practice?
- What good emerged from the coaching session, for the participants and for you?
- What are your feelings at the end of the coaching session compared to the start?
- What were the experiences of the people taking part in the session?
- What could be the effects of what the participants have learned during the session?
- Based on your reflections, what are the implications for your next session?
- What might the participants do with what they learned in your session?
- What might you do differently or the same next time?

2. Effective communication



Reflect

- How does your communication come across? Does it express optimism and confidence in your participants?
- How consistent is your communication over time, across participants and situations?
- How clearly do you (think) you get your message across? How clearly do the participants receive it?
- Are you calm and controlled in your communication? Are you still calm and controlled in high-stakes situations?
- How much care goes into what you communicate and how you do it? Could it be misinterpreted?
- How much of your coaching practice allows for collaboration with you and participants or between participants?
- Are you able to confess when you make a mistake?
- Do you communicate consistently? How do you communicate in practice and competition? Are they the same?
- Consider how you communicate in different situations including during practice, in a team meeting, during a preview or review, with staff and or parents/carers, during team talk, in the middle of a competition and during a time out or break in play?



Have a go

Why not record your coaching session?

You can easily do this with a smartphone and headset. Play back the recording and reflect on your interactions and communication with your participants, parents or carers and other coaches.

3. Developing Autonomy in Participants



Reflect

- To what extent do the activities that the participants practice create problems to be solved? Do you create opportunities for problem-solving?
- Are the decisions and actions needed to solve the problems in the activities pre-determined (closed and fixed) or dependent on the participants?
- To what extent do your coaching behaviours influence the participants' decision-making in practice and competition?
- Do your questions encourage the participants to think? Or are they just instructions disguised as questions?
- How much (uncomfortable) silence are you willing to allow after asking the participants a question? Are you comfortable for the participants to go back to the activity to work out the answer to the question, rather than you tell them the answer?
- How long would you be willing to be silent and observe during practice and competition?

Additional Stretch Activity

Coaching Enhancements

1. Understanding Learning



Consider

Think about the disagreements, differing views and uncertainty surrounding the wide range of tactics used in your sport and physical activity. How do you consider bringing together a collective approach and messages that all your participants are able to grasp, understand and apply?

2. Attribution Theory



Reflect

Consider some recent coaching moments in both practice and competition.

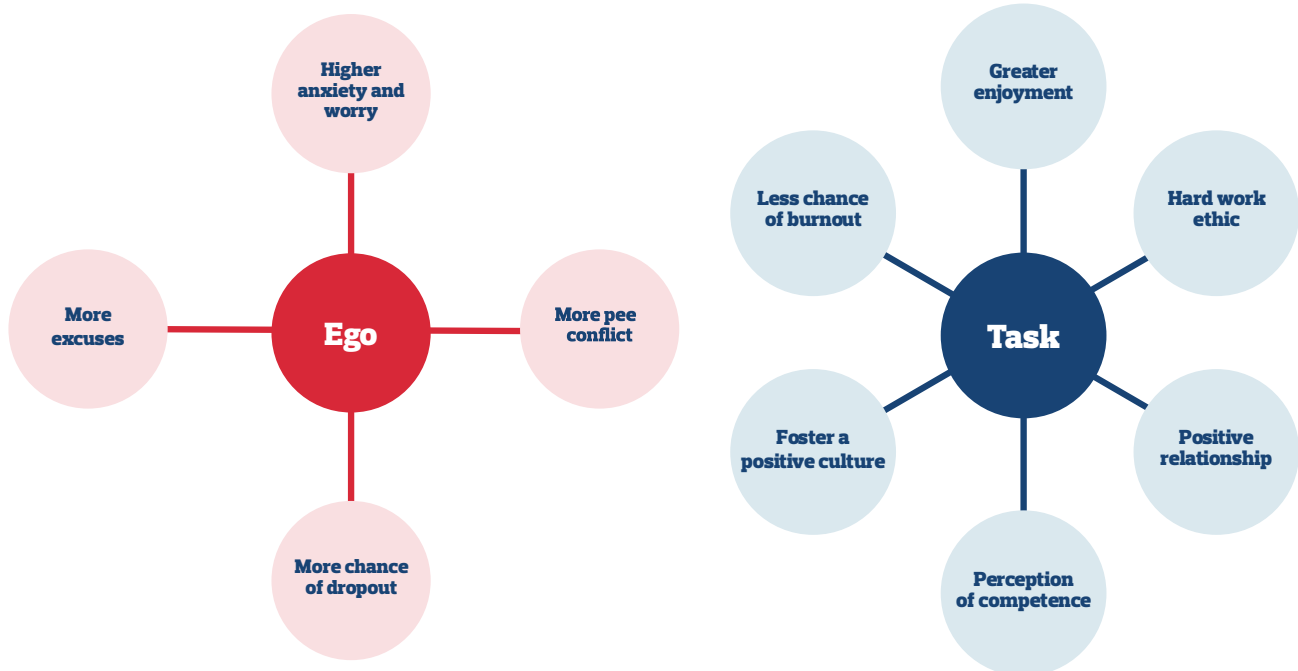
- What have you focused your attention and feedback on in the session and how might this have impacted on your participant's self-efficacy and attributions?
- How have you used praise during my coaching and what for? Has it been enough, or has it been used so much that its impact has become diluted?
- Who did you praise? Did you speak to every participant?
- Find out what the participants you coach tend to attribute the outcome of their performances to. How might this impact on their future learning?

Additional Stretch Activity



Reflect

Learning Climates



Reflect on your current coaching climate. Using the visuals above, where would your practice be sat?

Reflect

- How is success defined by you, in your current coaching context? Do you provide opportunities for participants to contribute to this?
- Is your definition of success consistent with the participants you coach?
- Do you behave differently when winning or losing, after a win or a loss or when a mistake is made? How do you act and react during these situations?
- Do you behave in ways that suggest you value different things in practice and competition?

- Do you include the participants in the development of practices, ask for their feedback and act upon it?
- Are you and the other coaches all giving the same messages?
- Do your carers and parents know and understand your approach and the climate you want to create and maintain?

If you don't know the answers to these questions, the best place to start with your participants is a **coaching conversation**.

Create time in your sessions to ask, explore and consider their views. Remember if you haven't asked before, your participants may be slow to respond initially. Build **confidence** and help the individuals to **understand why you are asking** the questions.

Coaching Extras

Additional Stretch Activity



Reflect

Consider what the needs and motivations are of the people you coach. Have you asked them about their needs and interests? Are their answers different to what you think they need and if so, is this worth exploring further?

Then ask yourself:

- To what extent is your coaching able to meet those needs and interests right now?
- What do you need to improve to further meet those needs and interests of your participants?

Top Tips

- There is **no one way to coach** or to perfectly meet everybody's needs. Your knowledge and the needs of the people you coach will continually change over time and great coaches consistently consider and concentrate on this. Try to keep this in mind.
- **No coach is influence-free** and everything we do in coaching has some form of influence from or on someone. Choose your influencers carefully and critically and take care in how you are influencing your participants.
- How coaches think they coach and how they actually coach are often two different things (actions and behaviours). Try asking your participants to describe how you coach as a window into self-discovery.

2. Practice Design



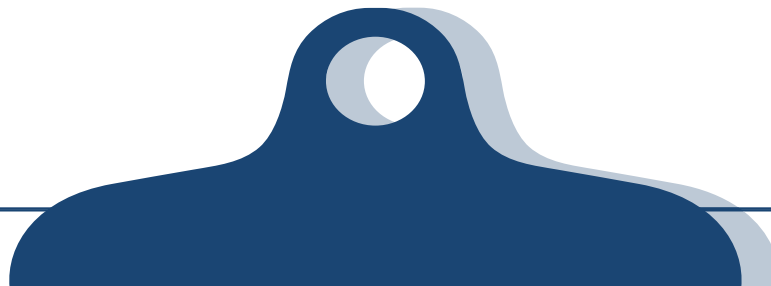
Have a go

Realism: Does the practice look like a real game or a part of it?

Relevance: Is it age-appropriate? Relevant to the level of experience of the individuals? Will my participants be able to do this?

Repetition: Will the participants have lots of opportunities to practice the skill?

Using the Three Rs above, design an activity or session that ensures it looks like your sport, where the participants can largely focus on, and practice, the skill, while offering a healthy stretch for them.



Notes