

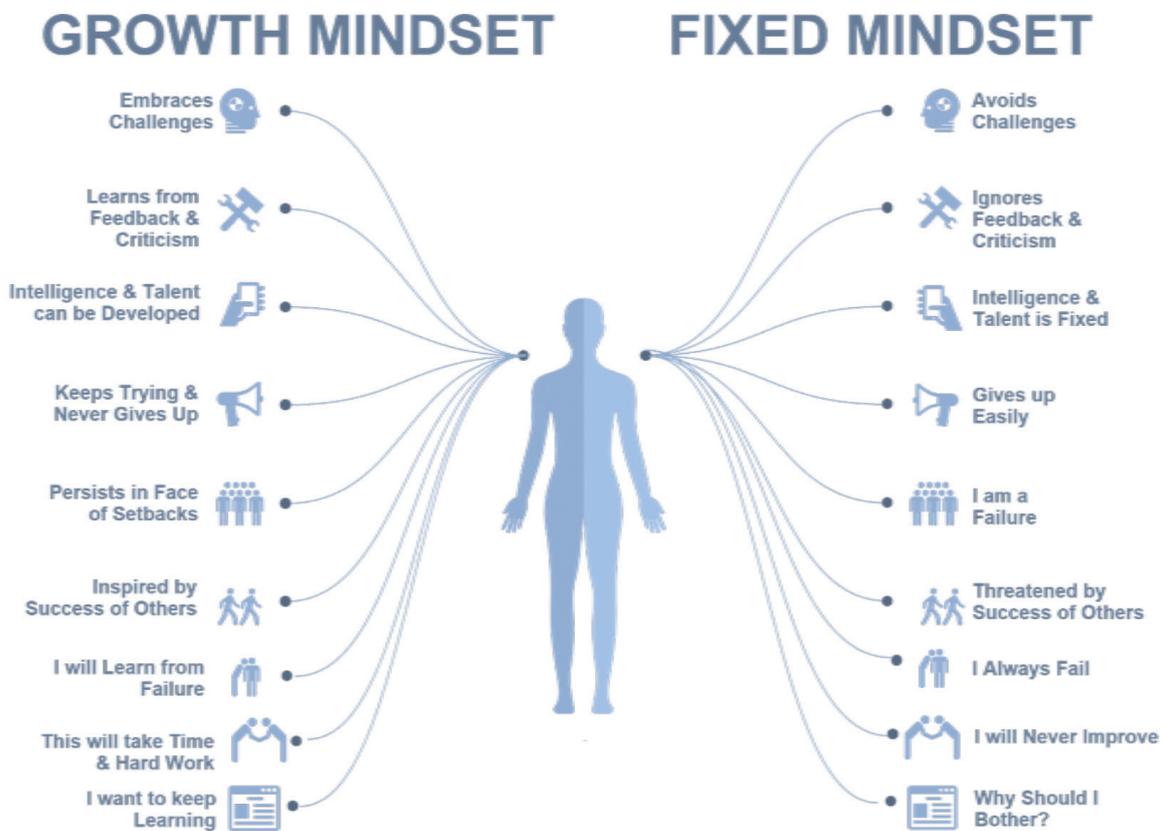


Use Mindset to Develop your Players and Yourself

As a coach you work with a variety of players who are all different and unique in their own ways. Over time you notice patterns, similarities and differences in players outlooks on developing their own skills and talent. In teams you work with you can identify: the talented player who can't be coached, the player who has talent but lacks the confidence to fulfil that talent, the player who works really hard to try to improve their skills and abilities. Understanding each players mindset towards their own growth and development will enable you to coach and facilitate them to develop as players and a team. A tool which can help you do this effectively is understanding their mindset.

Mindset has been defined as the view you adopt for yourself about yourself. It can determine whether you become the person, player or coach you want to be and whether you accomplish it. This simple belief can determine these outcomes. Carol Dweck in her book "Mindset" identifies two types of mindset Growth Mindset and Fixed Mindset. Fixed mindset is the belief that your qualities are carved in stone and ensures that you either believe you can't develop your qualities or don't want to look deficient in your qualities. Growth Mindset is based on the belief that your basic qualities are things you cultivate through your efforts, it is the belief that everyone can change and grow through application and experience.

In sport this can be understood by looking at how a player's beliefs and motivations translate into how they deal with situations and can be summarised as:



Developing a Growth Mindset for your Players

Clearly, having players who have a growth mindset is ideal in any team as it allows them to be coached and develop their skills and gameplay. Ultimately, cultivating and developing a growth mindset in our players will enable us as coaches to help players to achieve their potential. Observing players and listening to what they say can highlight their mindset and allow you to understand them. This can help you figure out how best to coach and develop them. Successful players have a growth mindset and continuously seek to improve. Coaching players in a manner to enable a growth mindset can allow you to build their ability to put effort into working hard to improve. Practical steps you could consider using to develop a growth mindset in your players:

- Ask Questions of your players which will develop a Growth Mindset
 - What did you learn from today's performance?
 - What steps did you take to make you successful today?
 - What are some different things you could have done in the game?
 - How did you keep going when things got tough?
 - What can you learn from the opposition today?
- Provide them with feedback which will develop a Growth Mindset
 - This will be a challenging skill/tactic to learn but I believe you can master it.
 - You haven't got it yet, but you will if you keep working & thinking about it.
 - I really appreciated your effort today.
 - Its ok to take risks that's how we learn.
 - Getting better takes time and I see you improving.

Developing a Growth Mindset for yourself

As Coaches we should seek to develop and emphasise a growth mindset for our players however, we should also consider ourselves and our own mindset. As a coach do I have a fixed or growth mindset? Do I believe I am perfectly formed as a coach or do I believe I need to continue develop my capabilities? Therefore, assessing your own mindset and asking yourself questions such as:

- As a coach can I change how effectively I coach?
- As a coach can I do things differently to achieve different results with my players?
- Do I always have to coach "my way" or can I do anything to change that approach?

If your answer to these questions is yes, you are on a growth mindset journey, if you answered no perhaps it is time to reflect on your beliefs as a coach and how you can develop. Some practical steps you can take to develop a growth mindset for yourself include:

- Actively reflect on your actions as a coach and consider how you can improve, what you could learn more about, what impact you have had.
- Observe other coaches and ask yourself what I can learn from their approach, what could I use from their approach.
- Ask other coaches you work with for feedback and suggestions, open yourself to the thoughts and ideas of others.
- Consider your own development as a coach as a journey and that every training session or game is an opportunity for you to learn.

Developing a growth mindset will enable you to continuously develop as a coach whilst developing the right qualities in your players to enable them to succeed.

Mindset behaviours in sport		
	FIXED mindset Players	GROWTH mindset Players
Believe...	..talent is something you are born with and you have it or you don't.	..talent is a process of learning and isn't set in stone.
Motivation...	...showing off (or hiding) your ability.	..learning how to develop your ability.
Effort Focus	Expect things to come easily because you have talent	Feel anything is possible IF you can understand where to focus your effort
Challenges	Avoid challenges you struggle with because you don't want to look less talented.	Embrace challenges as a chance to learn even if you can't achieve them YET .
Set backs	See setbacks as a confirmation that there are some things you will never be good at.	See setbacks as part of the learning process and NOT as a way of defining ability.
Negative feedback	Ignore useful negative feedback and keep the focus on what you are good at.	Learn from criticism and use it to understand how to improve.
Ownership	If things don't work out.. it's not your fault.	Understand you need to drive things.
As a result...	...can plateau early and under achieve.	...maximise your potential.

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