

# Transitioning from athlete to coach: Changing the paradigm

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## What kind of athlete were you?



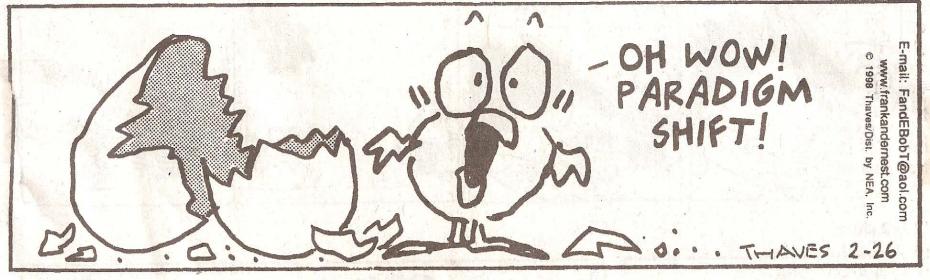
How did you get started?

Do you love participating? Performing? Or watching?

Are you a fan of sports or do you want to be a coach?

### Time for a Change

#### FRANK & ERNEST





### Common Mistakes Among Young Coaches

- Dual role conflicts
- Being 'too young'
- Being 'too old'
- Demanding vs. earning respect
- Excuse me your insecurity is showing
- Not asking (for advice, assistance, etc.)
- Playing at practice
- Forgetting to teach

### The Profession of Coaching



#### More than just having played the game

### **Defining a Profession**

- Academic or specialized training opportunities
- Specialized knowledge
- Formal qualifications (certification)
- Membership in a professional or regulatory body
- Regulation by professional organization
- Ethical code of practice

### The traditional model



vs. The Trained Model

National Standards for Athletic Coaching, NASPE (2003) 8 Domains of Coaching Knowledge

Philosophy and ethics Teaching and communication Safety and injury prevention Sports skills and tactics Physical conditioning Organization and administration Growth and development Evaluation



**Teacher Mentor** Ally Fan Challenger Confidant Counselor

### "Hard Skills"

Exercise physiology
Biomechanics/ movement analysis
Sport nutrition
Sport psychology
Sport pedagogy
Motor learning



### "Soft Skills" (Dispositions)

- Intelligent
- Confident
- Loyal
- Credible/trustworthy/ integrity
- Strong self awareness
- Character based
- Competent/ knows sport
- Provides positive feedback/environment
- Stresses mental as well as physical skills for success

- Committed/ intrinsically motivated
- Optimistic
- Caring
- Flexible
- Consistent
- Honest
- Communicator
- Resourceful
- Patient
- Self disciplined

Côte, Salmela, & Russell 1995; Janssen & Dale 2002

# Key Job Description Points

- Knows the game
- Teach and guide tactics
- Develop commitment
- Develop sportsmanship
- Create a mastery environment
- Develop sport specific skills
- Develop sport specific fitness
- Rules and regulations

- Correct and critique
- Create a safe environment
- Build a team
- Recruiting
- Discipline
- Organize schedule
- Win (be successful)
- Administration
- Handling parents/boosters
- Budgeting

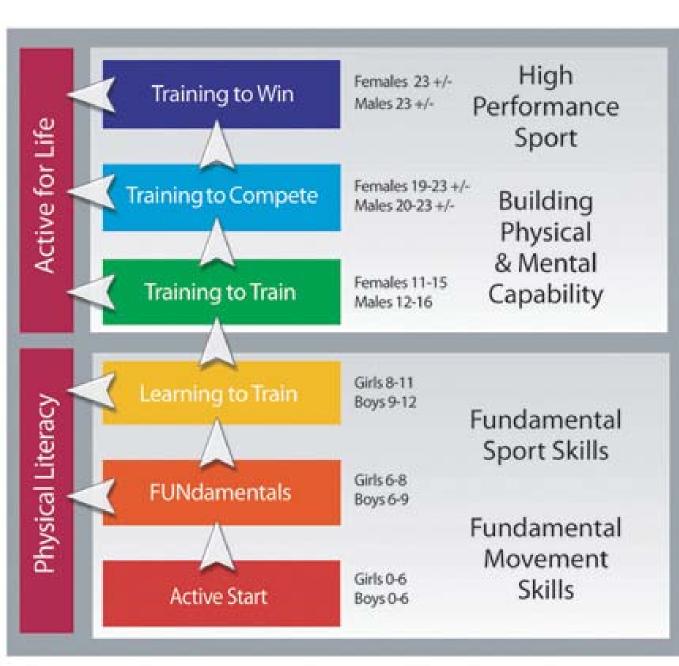
Coach's job goes way beyond the X's and O's





#### vs. exploiting talent

Figure 1 Canada's Long-Term Athlete Development Model



#### THE SPORT CONTINUUM

#### For Coaches and Athletes

#### www.ltad.ca

### What Sport/Coaches (can) Provide

- Technical skills
- Tactical skills
- Physical conditioning
- Psychological skills
- Social skills
- Sportsmanship



### None of this is automatic

## Building a culture



#### The foundation for an ethical program

### What is culture all about?

Clearly define expectations Sportsmanship Gamesmanship Not just what <u>not</u> to do Team rules Support rules and expectations Model and teach Look for examples



### Tips for an Effective Culture

- Emphasize from the start
- Be consistent
- Everyone on the same page
- Show how sportsmanship AND gamesmanship lead to success
- Consider everyday language and actions
- Expect it and help them live up to it
- Build pride in the history



# Being Prepared for the Challenges

# **Common Coaching Challenges**

Everyone can do it better Motivating athletes Athletes lacking proper skills Earning a living wage Finding life balance Success/Fun vs.Win Coaching burnout Volatile career PARENTS



# More Coaching Challenges

- High stress
- Long hours
- Often low rewards
- Process emphasis but <u>Outcome</u> expectations
- Travel
- Multiple roles/ "all things to all people"
- Intense personal involvement
- Disciplinary duties
- Conflict with other life aspects
- Lack of respect or sense of professionalism
- Monday morning quarterback syndrome