



Motivation

2 Types of Motivation

1. Extrinsic
 - a. External factors that push you to act, listen and do
 - b. Examples include coaches, videos, articles, tangible rewards you give, playing time, punishment, etc.

2. Intrinsic
 - a. This refers to the soul
 - b. Soul:
 - i. A person's mind, will and emotions
 - ii. This is the force that comes from your own will power.
 - c. This is the motivation that you and the play want to have
 - d. This does not rely on external factors, but on how badly you want it and on how much grit and toughness you have

Sustained Success is Always From Within

The Key

- As a leader, use external motivation to elicit a “buy in” internally from the player
- Motivate them externally so the player can be motivated internally

Does It Work?

- I have no idea
- There is no guarantee if any technique will work or what actually motivates players
- The only guarantee is that everyone is motivated by something, so something will work.
- It's your job as a coach to find it
- There is something below that works for every player and coach

Factors or Strategies That Motivate

1. You
 - a. Your Core Values
 - b. How you Model It



- i. Are you fun, charismatic?
- ii. Be willing to be gritty in your pursuit of motivating them; try, fail, try again
- iii. Be willing to let them go (ie. 3 strikes), then move on to others or cut them out completely. You can't save them all. There are 12 players on a team and you can't motivate them all. But you can for sure try.
- iv. Your passion and demonstration
- v. Do you go hard (and at a high enthusiasm)?
- vi. Teaching energy
- vii. Touches
- c. How you Speak It
 - i. Your public speaking skills need to be:
 - 1. Dynamic
 - 2. Clever vocabularily, clear speech, tone and annunciation of words
 - 3. Be a storyteller about truth that they can relate to
 - 4. Enhance your creativity skills
- d. How You Teach It

10 Commandments of Teaching

1. Speak the truth. You better know what you're talking about. Always coach what is correct.
2. Deliver the message in a connective conversation of love, passion, discipline and with a smile.
3. Be intimate with your touches and talk.
4. Meet them after practice. Give them a hug or high five. Meet them where they are at.
5. They can't deny your concern or love when you work harder and display more energy than them.
6. Lead with tough love, kindness, charisma and humor.
7. Listening and observation skills have to be receptive:
 - a. Watch the body language of players.
 - b. Listen to the words of players.
8. Make sure you feel, know and believe whatever you teach.
9. No communistic coaching. Include them. Ask questions.
10. Don't be afraid to adjust in how you reach them. Trial and error is okay.



2. Find Out Their Why

It's why they come see you, the reason for them playing and even living

Find Ways to Enhance and Sustain That With:

- Stories, talks, team building exercises, specific examples, film, links etc.
- Love and belief from other teammates helps to motivate players; see this link for an example <https://www.facebook.com/shaheedakbarbugti/videos/10154660610260913/>
- Your knowledge
- Playing time
- Competition and goals

Development of The Player's Mindset

- Package it with grit. It's a long journey through hard times. A growth mindset of development and learning.
- Get players to buy in to knowing that learning is not fixed. It's knowing the brain grows and gets better through challenges and problem solving or dealing with pain. That change grows with effort. When kids read that the brain grows and changes in response to challenge and failure, they persevere because kids believe failure is not a permanent state.

You Have to Have Relationships With Them

- Break their habits, not their spirit or heart
- Criticize and coach without condemning them
- Empower them
- Life outside of ball
- Father, brother, sister, mom, role model, coach, mentor is the type of role you have, not friend, buddy or social date

3. Practical Examples to Motivate That I've Seen or Used: Championship Culture

- a. Dog tags
- b. Spirit bands
- c. Coins as symbols
- d. Daily reinforcement and use of core covenants when speaking with the team
- e. After practice reinforcement and recognition of the core covenants
- f. Signage and photos in locker room
- g. Post game t-shirt
- h. Letterhead and practice gear



- i. Guest speaker series (GSS) – people come in on Tuesday to talk
- j. Video and audio
- k. Eccentric stats

4. 4 Types of Players You Have to Motivate

1. Elite Players

Definition: They overestimate their talent

Solution:

- Push them
- Make them feel uncomfortable
- Challenge them
- Show them what they don't know

2. Average Players

Definition: They underestimate their talent

Solution:

- Celebrate them
- Encourage them in public
- Criticize them in private
- Catch them doing something right
- Be patient, positive and tolerant

3. Confused/Ignorant Players

Definition: They don't know their role

Solution:

- They have no clue of their strengths and weaknesses, so define them
- Define them everyday; in front of the team, alone with them
- This must be crystal clear



4. Players That Self Sabotage

Definition: They are way too hard on themselves

Solution:

- Encourage their positive behavior
- Use mental imagery. Run through the practice or entire game through your mind. See yourself doing well before you do it
- Any physical obstacle you face in the game (ex. free throw, open shots, physical defender); whatever that hangup is mentally that you face, then get more physical reps on that before the game in practice. Get more practice reps at it and then trust your work.
- Use trigger positive words in game. Once you begin the thoughts of stress or pressure, replace those thoughts with a trigger word, mental imagery that brings you peace. "NEXT PLAY", "I'M A BEAST", "I GOT THIS". Mya Moore does this. She has positive self talk during games. So does Lindsey Whalen.
- Go search somewhere in the arena or gym during that game for a face you can trust that brings you love and comfort. A teammate, parent or coach. Kobe Bryant used to look in the stands for his wife and girls during the game. That gave him peace. Maybe it might even mean to go hug or high five a teammate or coach. Hugs are good stress relievers.
- Smile when you feel the stress! This has always helped me. And erased the anxiety!
- Focus on the moment and the possession. Don't think of the result but the task. You feel me?
- 3 deep slow breaths the moment when you feel anxiety.
- Before the game, watch 10 minutes of all positive highlights of your play. Only positive edit clips

5. **Areas Where Players Struggle and Need Motivation**

- a. Laziness
 - i. Solution: Internal work ethic
- b. Fear/lack of confidence
 - i. Solution: Embrace preparation and failure
- c. Selfishness
 - i. Solution: We, not me spirit and action-based mindset
- d. Ignorance
 - i. Solution: You teach them the game
- e. Softness when dealing with emotional pain/lack of grit
 - i. Solution: Implement a-d from above



6. Closure

The entire key to motivating players is to help them realize:

- They have the king/queen and tools inside them
- To love the process of learning, working, failing and achieving
- The process is the journey and the journey is the growth mindset

****Motivation is Getting After It EVERYDAY****