

Coach: Do You Know Yourself? A Picture is Worth 1000 Words!

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S.T.A.R* Training Core Values

- Coaches need to work on productive relationships.
- A change of approach to people is not manipulative; rather, it demonstrates respect for the uniqueness of others.
- Maturity involves recognizing the importance of others.
- Developing skills for more effective interpersonal relationships is critical to coaching success.
- The effort to learn about coaching styles reflects a commitment to both personal and coaching growth.
- Controlling one's personal interactions need not conflict with one's beliefs and values

Three Types of Power

- **Positional** - Inherent in your position as a coach.
- **Expertise** - Your knowledge and skills about your sport.
- **Personal** - Your ability to communicate, motivate and teach.



What S.T.A.R.* Stands For:

Searcher

Technician

Analyzer

Relator

All styles of coaching manifest themselves in all people, but like a dominant hand, we each have a preference for one or more styles.

A PICTURE IS WORTH A THOUSAND WORDS

Kay Yow, Muffet McGraw, Pat Summitt, and Geno Auriemma have etched their names into the history of Women's basketball. Kay Yow is no longer with us, but has a place in our hearts as well as the record books.

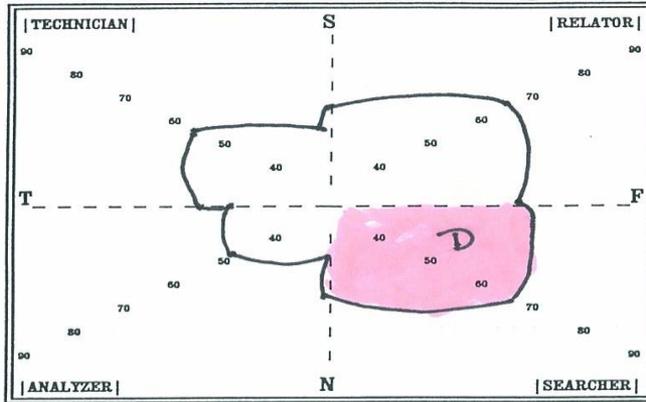
Our selected four coaches have different personalities, different philosophies ... but deep down they're all the same. They lead ... they teach ... they motivate ... kids play for them ... and they WIN.

PICTURE YOUR STYLE:

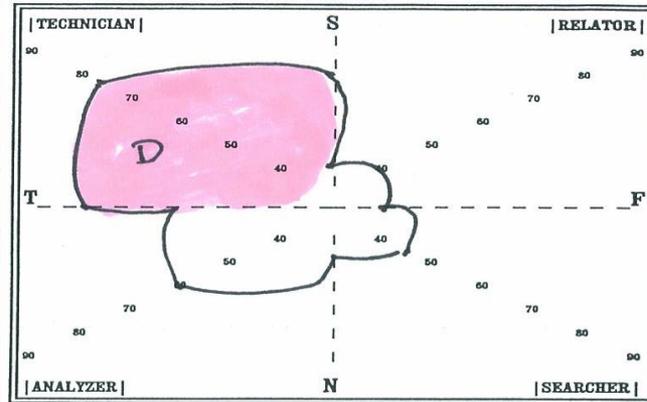
All four styles are inherent in each of us. Yet because of environmental, familial, cultural, and biological influences we develop a preference for one or two styles.

As an aid or a mental picture for thinking about style, picture an amoeba on a grid. The amoeba has a nucleus and jelly-like protoplasm that is constantly changing in size and shape. The nucleus can be compared to our dominant style (D) or natural preference and the protoplasm represents the other less preferred styles.

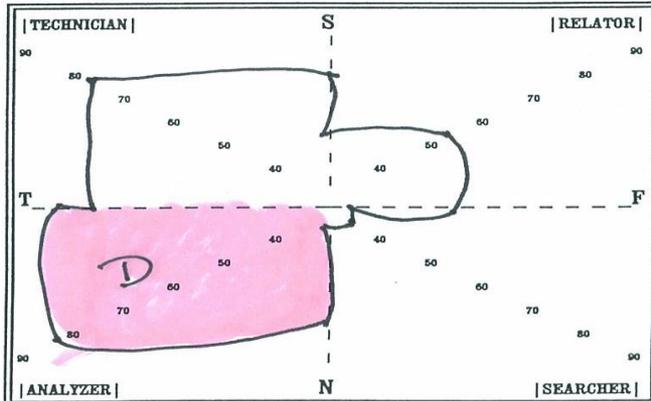
Coaching Style Inventory Profiles S.T.A.R. Coaching Styles (Women Basketball)



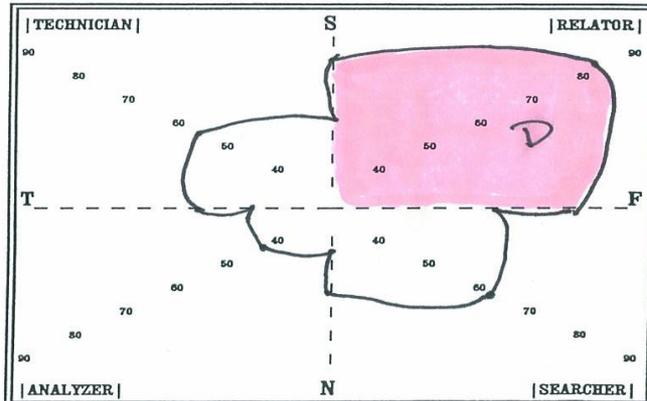
Name KAY YOW
 Team North Carolina State Univ
 Score S = 69 T = 55 A = 49 R = 67



Name MUFFET MCGRAW
 Team University of Notre Dame
 Score S = 46 T = 78 A = 60 R = 40



Name PAT SUMMITT
 Team University of Tennessee
 Score S = 27 T = 79 A = 81 R = 53



Name GENO AURIEMMA
 Team University of Connecticut
 Score S = 61 T = 53 A = 41 R = 85

The SEARCHER

KAY YOW 737-344 (.682) Overall

- **Is offensive minded**
- **Prefers setting up the big play**
- **Loves new plays, new strategies & new techniques**
- **Willing to take risks and enjoys improvising when necessary**
- **Open to possibilities; is responsive and spontaneous**
- **Is a persuasive speaker, and knows how to inspire others by putting their own and their player's dreams into words.**

“I always wanted to play an up-tempo game against opponents; run the floor in transition as well as or better than anyone else, and play hard on defense and be unselfish with the ball.”

Kay Yow

The Searcher

Assets

- **Open to new ideas**
- **Attacks projects with energy and zest**
- **Generates creative ideas**
- **Expressive and persuasive**
- **Responsive and spontaneous**

Liabilities

- **Can be indecisive**
- **Doesn't always follow through**
- **Easily bored by routine tasks**
- **Not always clear in communications**
- **Can be rash and careless**

The TECHNICIAN

MUFFET McGRAW 774-261 (.748) Overall 2/25/15

- **Is practical, matter-of-fact, and disciplined**
- **Emphasizes techniques and execution**
- **Earns success the old-fashioned way; hard work and plenty of sweat for the details**
- **Perspiration not inspiration is what counts**
- **Suspicious of short cuts and prefers to do things step-by- step believes in tried and proven methods**
- **Straight forward and to the point; communication is business-like ... what they say is what they mean ... nothing more ... nothing less.**

“Women are supposed to be nurturing and compassionate. That has never been me. I tend to be demanding and direct, which probably surprises a lot of people because I go against the stereotype.”

Muffet McGraw

The Technician

Assets

- **Pays close attention to the task at hand**
- **Very well organized**
- **Detailed, efficient and practical**
- **Speaks directly and to the point**

Liabilities

- **Can be unaware of other needs**
- **Inflexible to change**
- **Uncomfortable with ambiguity**
- **Often overlooks feelings of others**

The ANALYZER

PAT SUMMITT 1098-208 (.841) Overall

- **Believes in logical and objective systems**
- **Provides cool, detached analysis with a sense of organization and detail**
- **Is patient, meticulous and studious**
- **Adept at developing ingenious strategies**
- **Laborious in analyzing the other team's assets and liabilities**

“Plan your work, and work your plan. Think big, focus small...you have to focus small because attention to everyday, ordinary detail is what will separate you from everyone else.”

Pat Summitt

The Analyzer

Assets

- Comfortable with complex tasks
- Sets very high standards
- Logical, precise and very objective
- Stands firm in leadership role

Liabilities

- Bored by simple or abstract tasks
- Overly critical of others
- Communication can be distant and robotic
- Little tolerance for those who disagree

The RELATOR

GENO AURIEMMA 905-134 (.871) Overall 2/25/15

- Holds an uncanny ability to motivate and persuade others to follow them**
- Believes team spirit and morale are of primary importance**
- Is a keen observer of human nature and aware of other people and their feelings**
- Know how to take a group of individuals and build them into a cooperative team**
- Interested in athletes as people and will act on their behalf**
- Communicates on a personal level leads to inspiration, loyalty and cooperation**

“I want my players to feel like once you are in this family, you are always in this family, and it is a very special club.”

Geno Auriemma

The Relator

Assets

- Motivates and persuades others
- Works well in “heat of battle” with large groups
- Shows emotions readily
- Communicates with passion

Liabilities

- Loses credibility with every mistake
- Poor at planning and working alone on mundane tasks
- Easily hurt by the actions of others
- Communication often missing substance or logic

STYLE FLEX

There is NO ONE BEST STYLE of Coaching or learning.

Each style has its *assets and liabilities*.

Flexing your style to meet the needs of a particular situation or of an individual athlete, is obviously the best style.

This does not mean we must change who we are. You cannot change a tiger's stripes, but you can adopt techniques and strategies from each style in order to achieve different goals.

STYLE FLEX

When FLEXING YOUR STYLE, you must:

- 1. Figure out the style of the person with whom you are communicating.**
- 2. Look at the task at hand and the message you wish to communicate.**
- 3. Explain the message with their style in mind.**
- 4. Expect understanding and performance.**

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**The *Coaching Style Inventory* scored and profiled with the booklet:
Identification and Interpretation of the S.T.A.R. Coaching Styles is available to
Coaches, Athletic Directors, and Students.**

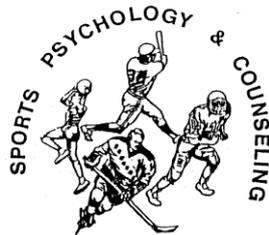
**For your copy, send a check which includes shipping and handling to the above
address.**

To place your order: Check below:

**_____ 1 *Coaching Style Inventory* and one booklet *Identification and Interpretation
of the S.T.A.R. Coaching Styles*. \$25.00 check enclosed.**

**_____ 1 Package (10) *Coaching Style Inventories* and (1) booklet *Identification and
Interpretation of the S.T.A.R. Coaching Styles*. \$175.00 check enclosed.**

A pdf copy is available : See next plate



**Sports Psychology & Counseling has developed two
CLINICS which present participants with the opportunity of
identifying their preferred coaching style and behaviors in order
understand the options and alternatives available to them.
Please call or write for more information.**