A PICTURE IS WORTH A THOUSAND WORDS

THE COACHING STYLE INVENTORY

OUR S.T.A.R.* AFCA ALONZO STAGG AWARD COACHES

Ara Parseghian, Bo Schembechler, Tom Osborne, Vince Dooley, Joe Paterno, Lavell Edwards, Hayden Fry, and Bobby Bowden, R.C. Slocum, Fisher DeBerry and Don Nehlen have etched their names into the record books as well as being recognized as American Football Coaches Association (AFCA) Alonzo Stagg Award recipients. Our selected eight coaches have different personalities, different philosophies...but deep down they're the same. They lead...they teach... they motivate...kids play for them...and they WIN.

These eleven coaches have taken Sports Psychology and Counseling's *Coaching Style Inventory* (CSI). The S.T.A.R.* CSI is a 60 item self-diagnostic tool designed for coaches to assess and identify their preferred coaching behaviors. It is an integral part of the *S.T.A.R. Power Training Program* which was designed to help coaches *Get the MOST Out of Their Team's Performance.*

S.T.A.R.* represents the four basic styles of coaching and learning: Searcher, Technician, Analyzer and Relator. Each style is part of every coach's and athlete's repertoire, but like a dominant hand or eye, we each have a preference for one or more styles. 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, are obviously the best style.

Everyone has preferences. Some are more pronounced than others; some we're aware of others we are not. Behavior is not random or chaotic. If you examine a person's behavior over time you begin to notice a pattern or preference for the way in which they do things.

As a coach you must have the *vision to see the alternatives available to you in the game* and in the *people you lead.* You must be able to see the *whole picture* rather than just part in order to frame your strategies.

These patterns or preferences provide us with a frame of reference for how we will interact in different situations. Our patterns are a reflection of our personality which distinguishes us from other individuals. Alfred Adler a contemporary of Sigmund Freud concluded by the age of five, most individuals have formed character traits or a "style of life," which is more or less permanently fixed. The more we understand these basic personality types, the better we are able to predict and understand behavior, our own and that of others with whom we interact.

PICTURE YOUR STYLE:

All four functions 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 essentially changing In size and shape. The nucleus can be compared to our preferred or dominant (D) style. When we operate in our dominant style, we are most comfortable and adept. We have a considerable amount of life's energy in this position. When we are asked to operate outside of our dominant style we have to flex or compensate; although the behavior might not be as natural and we will not feel as comfortable or in control. We all possess the ability to operate in each of the 4 styles. In other words, each of us can and does operate in all four styles, but not with equal facility. We cannot change our dominant preferences (Searcher, Technician, Analyzer, Relator style), but we can consciously develop our abilities in the other functions In order to compensate for that which does not come naturally. Pictured is a graphic which can serve as an aid in visualizing your preferred coaching style suggesting areas of strengths and weaknesses, assets and liabilities. For further explanation visit: https://coachad.com/articles/coach-do-you-know-yourself/

Submitted by: Benjamin A. Leibowitz, Ph.D., Sports Psychology & Counseling, www.coachpsych.net

A PICTURE IS WORTH A THOUSAND WORDS
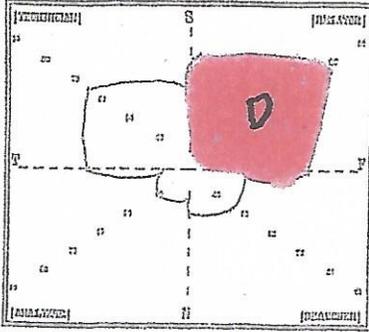
OUR S.T.A.R.* AFCA ALONZO STAGG AWARD COACHES
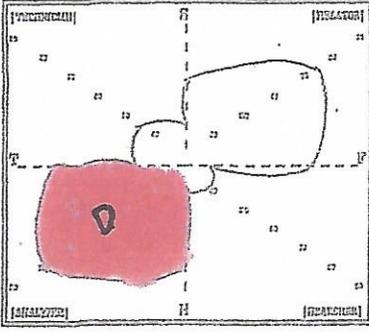
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Team Miami(O),Northwestern, Notre Dame
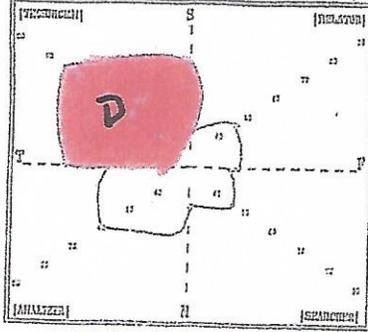Score S= 39 T= 45 A= 79 R= 77
Self-Ratings: S= 4 T= 3 A= 1 R= 2

Name BO SCHEMBECHLER '99
Team Miami (O), Univ of Michigan
Score S= 47 T= 66 A= 40 R= 79
Self-Ratings: S= 4 T= 2 A= 3 R= 1
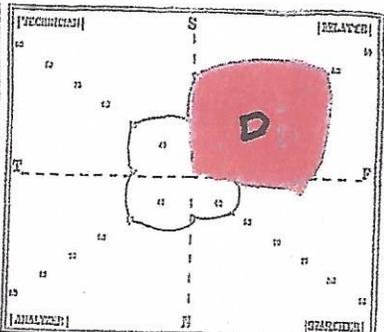

Name JOE PATERNO '02
Team Penn State University
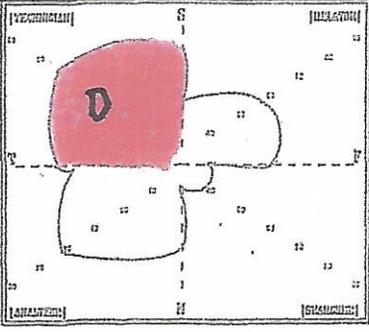Score S= 44 T= 74 A= 60 R= 45
Self-Ratings: S= 2 T= 4 A= 1 R= 3

Name LA VELL EDWARDS '03
Team Brigham Young University
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Self-Ratings: S= 3 T= 4 A= 2 R= 1

Name TOM OSBORNE '00
Team University of Nebraska
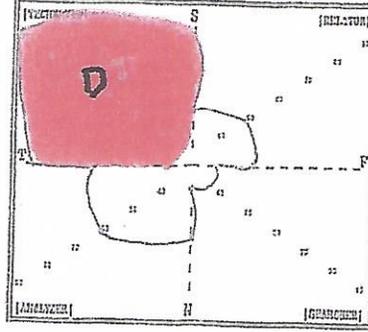Score S= 39 T= 73 A= 71 R= 57
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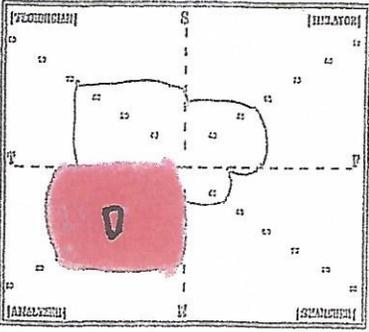
Name VINCE DOOLEY '01
Team University of Georgia
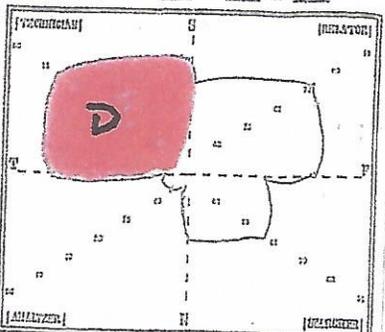Score S= 43 T= 49 A= 73 R= 55
Self-Ratings: S= 4 T= 1 A= 2 R= 3

Name HAYDEN FRY '05
Team No Texas, S M U, Univ of Iowa
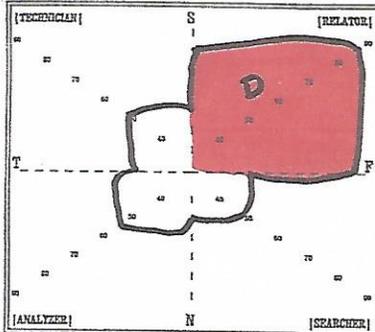Score S= 37 T= 95 A= 61 R= 49
Self-Ratings: S= 4 T= 2 A= 1 R= 3

Name BOBBY BOWDEN '11
Team Florida State University
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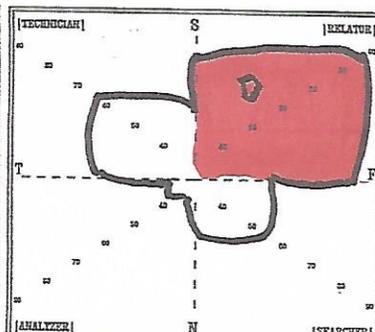

Name R.C. SLOCUM '14
Team Texas A & M University
Score S = 49 T= 51 A= 53 R= 87
Self-Ratings: S = 2 T= 4 A= 3 R= 1
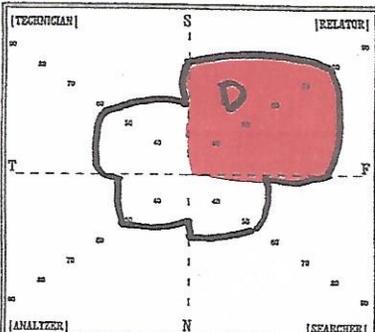

Name FISHER DEBERRY '12
Team US Air Force Academy
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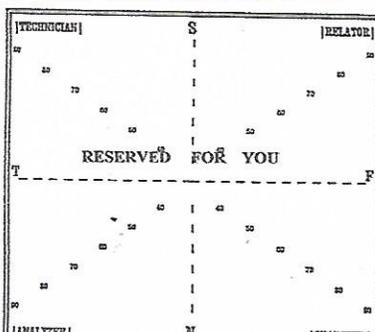

Name DON NEHLEN '17
Team University of West Virginia
Score S = 53 T= 57 A= 51 R= 79
Self-Ratings: S= 4 T= 2 A= 3 R= 1

RESERVED FOR YOU

Name
Team
Score S = ___ T=___ A=___ R=___
Self-Ratings: S= ___ T= ___ A= ___ R= ___