



Motivating athletes for daily training

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Motivation

- o Motivation defined
- o Motivational continuum
- o Factors influencing motivation

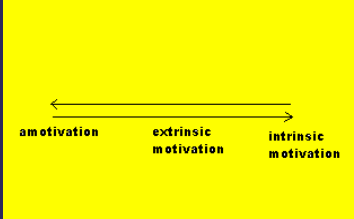


Motivation

- o The intensity and direction of effort.
- o Athletes engage in activities for different reasons with varying degrees of energy, effort and persistence.

(Weiss & Ferrer Caja, 2002).

Motivation Continuum



amotivation extrinsic motivation intrinsic motivation

Benefits of Intrinsic Motivation (IM)

- o Continued participation when extrinsic rewards do not exist
- o Decreased performance anxiety
- o Greater levels of skill learning
- o Greater enjoyment

(Vallerand, 1997, Vallerand & Losier, 1999, Weiss & Ferrer-Caja, 2002)

Self-Determination Theory (SDT)

- o 3 Fundamental Human Needs:
 - Competence
 - Autonomy
 - Relatedness
- o People choose activities to fulfill these needs
- o If needs are filled, activity is inherently pleasurable (i.e., person is intrinsically motivated)

(Deci & Ryan, 1985, Ryan & Deci, 2000, 2002)

Factors influencing motivation

- Kids wanna...
 - Have fun
 - Learn skills
 - Develop fitness
 - Enjoy competition

(www.sportuspecs.com, Stratton, R.)

Factors influencing motivation

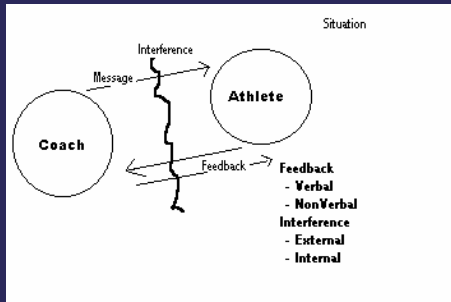
- Multitude of factors influence motivation
- Coaching behaviors
 - Effective communication
 - Training and instruction
 - Positive motivational climate
 - Coaching style
 - Enhanced conflict resolution skills

Effective Communication

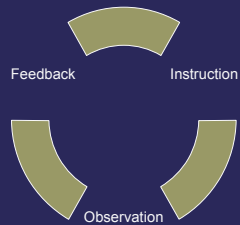
- Understanding the communication process
- Coaching messages and appropriate feedback
- Congruent verbal and non-verbal communication behaviors
- Effective listening

The Communication Process Model

(Lucas, 2003)



Coaching Messages



Messages and Feedback (FB)

- Messages and FB should be...
 - Relevant
 - Honest
 - Engaging
 - Presented with emotion
 - Clear, concise and credible
- Messages and FB should not...
 - Focus on personality over performance
 - Make negative comparisons between athletes

Congruent verbal and non-verbal communication behaviors

- The Importance of Nonverbal Communication
 - Nonverbal Communication transmits feelings better than thoughts
 - We cannot "not" communicate
- Types of Nonverbal Communication
 - *Posture *Gestures *Face and Eyes
 - *Voice *Touch *Clothing

(Adler & Rodman, 1985)

Effective listening

- Active versus passive
- Empathic listening
- Ask clarifying questions

(Lucas, 2003)

Training and Instruction

- Team building exercises
- Variety in activity
- Games, contest and mock competitions
- Pressure sets
- Training diaries
- Realistic goal setting and expectations
- Effective and detailed planning
- Provide rest and cross training opportunity
- Incorporate athlete input
- 360 degree evaluations
- Others??

Motivational climate

- Task-involving climate
 - High-effort is rewarded
 - Encourages collaboration with teammates
 - Everyone brings something to the table
 - Mistakes are viewed as part of the learning process
- Ego-involving climate
 - Attention is given primarily to top athletes
 - Rivalry between teammates is intensified
 - Mistakes result in punishment
- Research suggests that coaches should seek to develop a task-involving climate while minimizing an ego-involving climate.

(Duda, in Strawbridge & Marshall, 2000)

Coaching Style

- Democratic vs. Autocratic Coaching Styles
 - **Democratic**- autonomy supportive leaders
 - **Autocratic**- authoritarian leaders
- Research suggests democratic coaching styles produce more intrinsically motivated athletes

(Reeve, 2002)

“We are slaves to whatever we do not understand”.
~V. Howard

Enhanced Conflict Resolution Skills

- Create the "win-win"
- Resolve Conflict
 - Identify the problem
 - Schedule an appointment
 - Describe your problem and needs
 - Ask if you've been heard
 - Seek to understand their needs
 - Restate their needs
 - Negotiate a solution
 - Follow up and check in

(Adler & Rodman, 1985)

Summary:

- Motivation is the intensity and direction of effort
- Multiple factors affect motivation
- Effective communication is essential to motivation
- Coaching behaviors directly influence an athletes motivation

Wrap up & Questions

"I was born to shiver in the draft of an open mind."