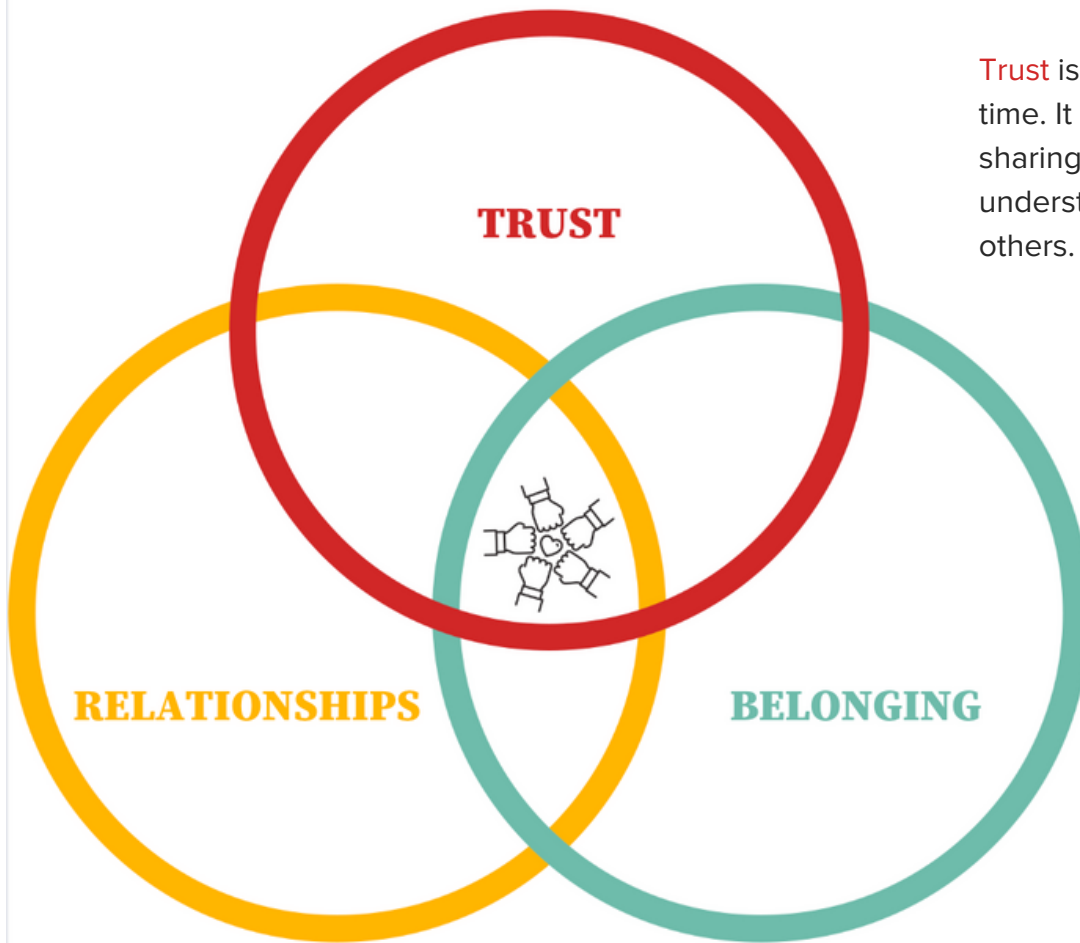


FOSTERING A POSITIVE TEAM ENVIRONMENT

Positive environments contribute to increased (a) **Attainment**: Improvements in performance; (b) **Engagement**: Improvements in attention, more on-task behaviors, decreases in distracted or disruptive behaviors; (c) **Affect/Attitude**: Improvements in self-esteem, increased self-concept, improvements in mood and motivation; (d) **Attendance**: Fewer instances of lateness or absenteeism; and, (e) **Well-being**: Better physical health, and fewer minor and major ailments. The following are concepts essential to fostering a positive team environment.



Trust is dynamic and evolves over time. It is earned by observing, sharing experiences, and understanding the intentions of others.

Relationships grow when people spend quality time together and share meaningful experiences. They stay strong when we regularly check in with each other, talk about things beyond the sport, and work through misunderstandings or conflicts openly.

Belonging means everyone feels welcomed and valued on the team. In a culture of belonging, people actively work to include others and remove any behaviors or attitudes that make someone feel left out because they are different.



STRATEGIES FOR COACHES

The following strategies can help coaches build trust, relationships, and inclusive team cultures:



BOUNDARIES

Make clear what's okay and what's not okay, and why. Boundaries are like drawing a line in the sand to get clear on what is expected and to communicate consequences for negative actions.



RELIABILITY

Follow through with what you say you'll do consistently. Be careful not to overpromise.



ACCOUNTABILITY

Own your own mistakes. Apologize when you mess up, and try to make it right. Good apologies do not include the word "but."



VAULT

Respect the confidentiality of your team. Unless they are a danger to themselves or others, ask their permission before sharing something they told you with others.



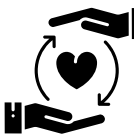
INTEGRITY

Know and share your values and beliefs. Practice them more than you profess them.



NONJUDGEMENT

Create safe spaces for athletes to share their thoughts and concerns without judgment. Refrain from saying, "When I was your age..." Instead, "What do you think would make things better?"



GENEROSITY

Time is your greatest investment in the athletes you coach. Always know your athletes hopes and dreams for their futures, and invest in helping them get there.

TEAM ACTIVITY

As a team, discuss your expectations for each member's performance, engagement, affect/attitude, attendance, and well-being:

What is ok, why it is ok, and what is expected/needed

What is not ok, why it is not ok, and the consequences

(Brown, 2021)

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