

Coaching Conference

26th January 2020

Riddel Hall, Belfast

Michael Cooke

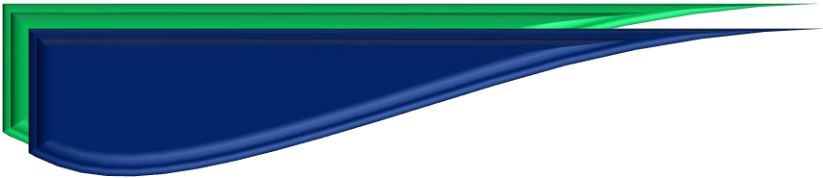
(Coaching Mindset)

MINDSET

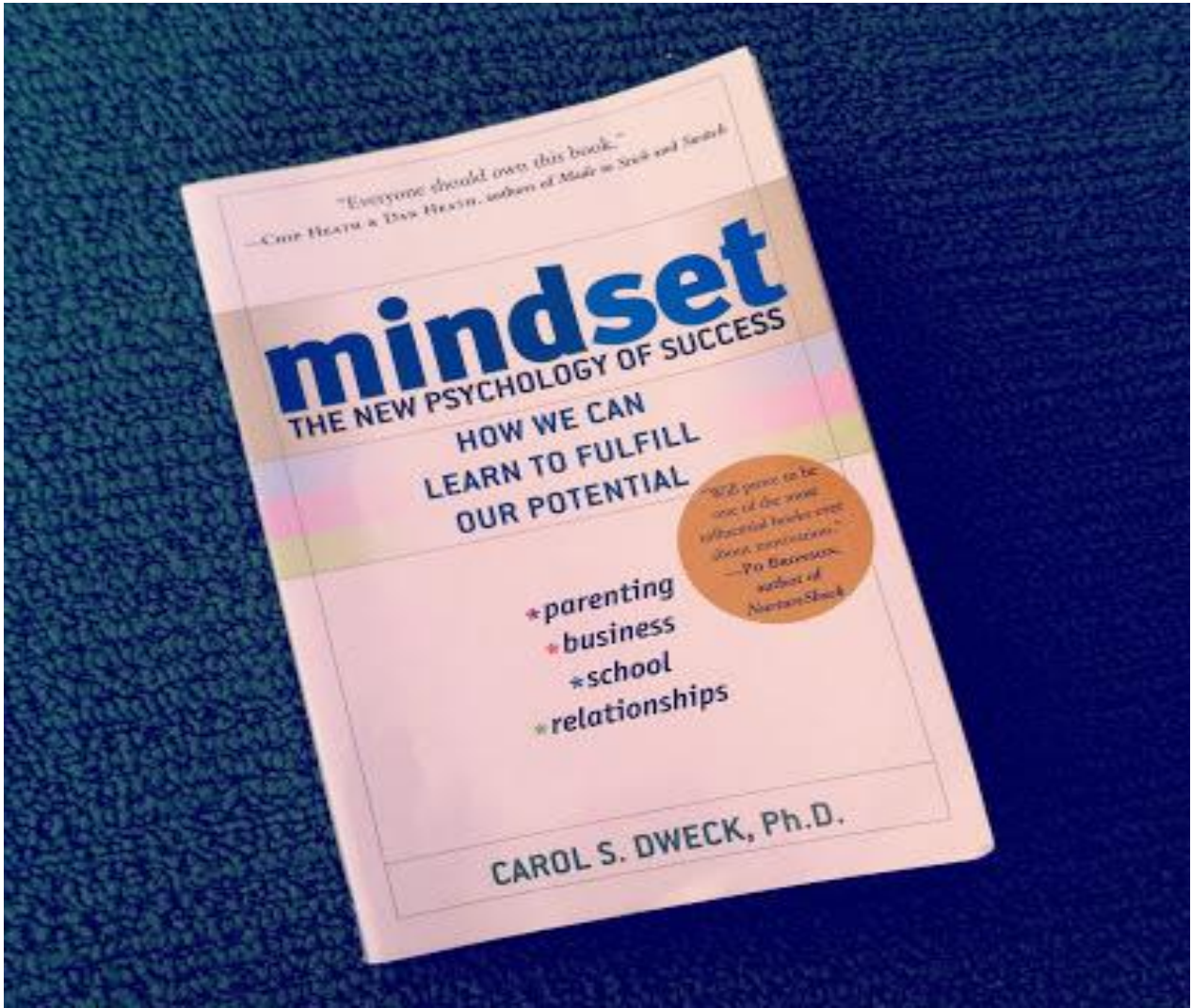
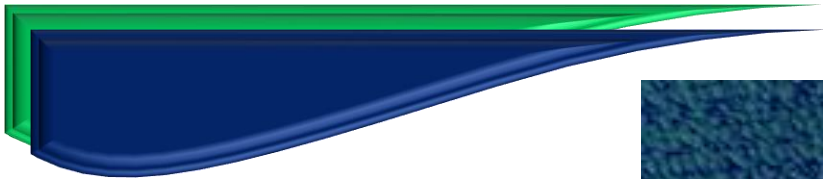


Michael Cooke

Sport Northern Ireland



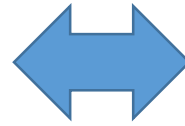
What Does Mindset Mean To You?



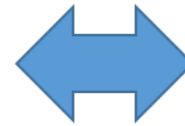


Fixed Mindset:

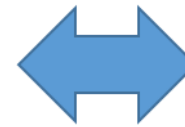
Look talented at all costs



Ability is fixed/ natural so
why try?



Hide from mistakes –
don't conceal weaknesses



Growth Mindset:

Learn, learn, learn!

Effort is the key to success

Embrace mistakes and
confront deficiencies

How Would You Recognise a Judoka With...



Fixed Mindset

Growth Mindset

	FIXED behaviours	GROWTH behaviours
Believe..	...talent is something you are born with and you have it or you don't	...talent is a process of learning and is not set in stone
Motivation....	...showing off (or hiding) your ability	...learning how to develop your ability
Effort focus	Expect things to come easily because you have talent	Feel anything is possible IF you can understand where to focus your effort
Challenges	Avoid challenges you struggle with because you don't like to look less talented	Embrace challenges as a chance to learn even if you can't achieve them YET
Set backs	See setbacks as a confirmation that there are some things you will never be good at	See setbacks as part of the learning process and NOT as a way of defining ability
Negative feedback	Ignore useful negative feedback and keep the focus on what you are good at	Learn from criticism and use it to understand how to improve
Ownership	If things don't work out...it's not your fault!	Understand you need to drive things
As a result..	...can plateau early and under achieve	...maximise potential

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Sports Research

The organizational infrastructure of athletic programs, which institutionalizes **practice**, emphasizes **effort**, and **values the coach** as a developmental expert, is thought to powerfully cultivate the idea of athletic ability as a **malleable trait**. (Atwood, 2010)

The **leadership mindset** is a critical component related to **effectiveness** and **success** as a leader. Coaching education and leadership training programs should consider focusing on helping coaches and leaders develop a growth mindset about their **leadership abilities** (Chase, 2012)



Sports Research

In a study of 114 **Canadian Hockey Players**: Participants identified strongly with a growth mindset. A positive **correlational relationship** was found between a **growth mindset** and **confidence** in the efficacy of sport psychology. Increased identification with a **fixed mindset** is associated with **increased stigma, decreased personal openness, and decreased confidence** in sport psychology (Shaw, 2018)

It is important to **avoid classifying** people into “growth” mindset or “fixed” mindset categories. Rarely does anyone fit 100% into a category. (Ricci & Lee, 2016)



Pep Ljinders

<https://www.youtube.com/watch?v=TFIS8-WYOK>

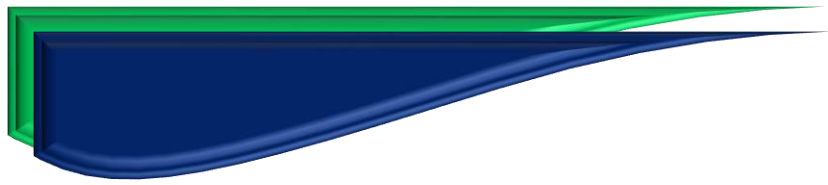


Coaching Strategies for a Growth Mindset?



Coaching Strategies for a Growth Mindset

- The Power of ‘Yet’
- Avoid Labels – ‘you just not that type of athlete’
- Nurture & Support athletes to confront mistakes/ areas for development
- Praise Effort
- Encourage the process over the outcome with young athletes/ participants
- Publicly state you are in a growth environment – parents and athletes



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