

WWW.2WORDS.TV

SPEAK UP

QUOTES OF THE WEEK:

MONDAY:

"When you get called out, it is an opportunity to grow, to become better."
Coach Mackey

TUESDAY:

"An intelligent person is eager for more truth, but a fool will feast on fast-food fancies and fads." Jewish proverb

WEDNESDAY:

"I like criticism. It makes you strong." LeBron James

THURSDAY:

"Learning never exhausts the mind." Leonardo da Vinci

FRIDAY:

"The principle is competing against yourself. It's about self-improvement, about being better than you were the day before." Steve Young

WEEK 27

SPEAK UP CONTENT OVERVIEW



COACHES

Praise in public.
Correct in private.



CAPTAINS

Admit when
you're wrong.



ATHLETES

Accept correction
as a tool
for growth.



FAMILY

Encourage
your kids to tell
you about their
mistakes.



SPEAK UP

Coach calls you out because he or she loves you too much to let you be less than your best. And love is the same reason why you should call out your teammates when they aren't meeting the standard. As uncomfortable as it might be, if you truly care about your teammates, if you love your teammates, then you've got to encourage them with a call out. You've got to speak up.

At the same time, you can't really call others out if you aren't willing to be called out in return. No one is above correction because everyone makes mistakes. No matter your age, position, or skills, you are going to mess at some point. And if you're lucky, someone will call you out on it. If they speak up when you mess up, that shows they care.

Speaking up when someone is making a mistake doesn't mean you put the other person down. At its best, a call out is an encouragement. Like when a teammate isn't giving full effort in practice, you wouldn't say "Can't you do any better than that?" Instead, you would say "I know you can do better than this!"

The goal of calling out others isn't to make them feel bad; it's to help them get better. Shame does not lead to growth. When you speak up from a place of love, it's an encouragement. When you speak up from a place of selfish interest or dislike for the other person, you'll do more harm than good.

When a friend is hurting themselves or the team, first examine your motives, then make sure you can't be called out for the same thing, and finally, speak up with love.

WEEK 27

SPEAK UP FOR COACHES



SPEAK UP: FOR COACHES

Our role as coaches is to bring out the best in our athletes. We're not here just to point out what they're doing wrong or how they could improve. At the same time, we can't just applaud when they get it right on their own. Both correction and celebration are vital roles for us to fulfill if we're going to guide them to achieve their goals and dreams.

A good guide is to praise in public and correct in private. As with any rule, there are exceptions to this, but it's worth keeping in mind.

For one thing, our athletes are more likely to respond positively to correction if we aren't providing it in front of their teammates. Nobody likes to be called out for a mistake in front of other people. By correcting in public, we're usually putting an additional obstacle in the way of them actually accepting the correction and learning the lesson that we are trying to convey.

On the flip side, celebration is better in public because it helps to boost the morale of not only the individual player, but the rest of the team, too. Positivity is important, and it helps to remind everyone that hardwork and effort are rewarded. Correcting in private and praising in public helps to strike a balance between criticism and reward.

There's a delicate balance to maintain between correction and celebration. There's great power in positivity and reinforcing what our athletes are doing well. But, we also can't ignore the need to correct them when they aren't doing something right. If we go too far in either direction, we aren't serving their interests as well as we could.

THIS WEEK, BE ON THE LOOKOUT FOR:

- 1. Opportunities to FOCUS on the positives.** Constant correction begins to look like criticism. Even if a player really isn't doing well at all, there will be something positive about their actions that we can call out. Maybe she puts in really good effort no matter the practice conditions. Maybe he always has a positive word of encouragement for his teammates.
- 2. Opportunities to POINT OUT areas for improvement.** Just as every player has something we can praise, every player has something we can correct. He can have the most accurate throw, run the fastest, and so on. But everyone has room for improvement. Let's find opportunities to provide private critiques even for our best players because they can still get better.
- 3. Opportunities to ASK for correction.** Have the athletes fill out an anonymous survey to let the coaching staff know how they honestly feel about the program and the current season or practice. Not all of the information from the survey will be practical, but it will open up a dialogue with the athletes and show that even we are open to correction.

QUOTES OF THE DAY:

MONDAY:

"When you get called out, it is an opportunity to grow, to become better." Coach Mackey

TUESDAY:

"An intelligent person is eager for more truth, but a fool will feast on fast-food fancies and fads." Jewish proverb

WEDNESDAY:

"I like criticism. It makes you strong."
Lebron James

THURSDAY:

"Learning never exhausts the mind."
Leonardo da Vinci

FRIDAY:

"The principle is competing against yourself. It's about self-improvement, about being better than you were the day before."
Steve Young

WEEK 27

SPEAK UP FOR CAPTAINS

C SPEAK UP: FOR CAPTAINS

How you respond when you get called out is extremely important for a leader, especially when you really did make the wrong decision. You may want to believe that a leader should never be wrong, or that messing up is a disqualifier from being a leader. Neither of those things are true.

Leaders are still human, and they are fallible. You don't always have to get it right or have it together to have the authority to speak up. But, you do have to be able to own up to it when you make a mistake.

Your gut instinct might be to toss out an excuse or even cover up the mistake. Don't do that! Trying to validate why the wrong choice was actually the right choice or trying to pretend that nothing went wrong in the first place is just asking for trouble. The truth will come out, and when it does, your credibility as a reliable and honest leader will be destroyed.

You may be tempted to dig your feet in and pretend you did nothing wrong when you really did. All of that digging just builds a wall between you and the people who follow you. When you eventually own up to your error, it'll be too late. No one will be interested in listening to you at that point.

Don't try to cover things up because you want to save face. Instead, admit what you did wrong or how you could have made a better choice. It's hard to be vulnerable like that, but the people you lead will be much more likely to forgive a mistake than a cover up.

No matter what the mistake was or how hard it may be to face the music, the best leadership move is to own up to it right away. That way when you speak up, your words carry weight.

/// CAPTAINS' LOG /// "LEADERS ALWAYS LEAD"

How do you respond when you make a mistake?

Think of an error in judgment or action that you've made that someone called you out on. How did you react to that call out? Why?

Did you learn anything from that experience at the time? Is there something new that you can learn by reconsidering that experience now?

Why is it better to accept responsibility immediately rather than try to cover up an error?

Do you find it easy or difficult to accept correction? Why?

WEEK 27

SPEAK UP FOR ATHLETES



SPEAK UP: FOR ATHLETES

Your first reaction when you receive correction from your coaches, teachers, or parents may be to reject what they say out of hand. It's much more pleasant to think that you already have all of the answers and don't need anybody telling you what to do.

But the truth is, nobody has all the answers and everyone could use a fresh perspective from time to time. No matter how old you get, you will never know everything. Your actions will never be above correction because no one gets it right 100% of the time.

When someone you know and respect takes the time to offer you advice on how you can improve, you should jump on that. Chances are good that they aren't trying to criticize you just because they feel like it. The goal isn't to make you bitter and unhappy. They're trying to offer you correction to make you better because they love you.

To accept all that their gift of correction can offer you, you need to have the confidence in yourself and your abilities to know that they aren't making critical comments to personally attack you. They want to see you learn and grow. They want you to be the best that you can be, and they see something in you that you might not that can help you get to that level.

You have to choose if you want to nurse your pride by rejecting anything that isn't praise or if you want to take ownership of your growth and development by accepting correction. Not everything will be useful advice, but if you reject it all out of hand, you'll never find the gems that will help you to grow and succeed. The choice is yours.

Are you going to be bitter or are you going to get better?

ATHLETE'S EXERCISE:

1. How do you respond to correction from coaches? From teachers? From your parents? From your teammates?
2. Why do you think you respond that way?
3. Is that response beneficial or detrimental to your growth as a player and a person? Why?
4. How can you become more open to correction?
5. Sometimes it's easier to accept correction if you're asking for someone's opinion or advice in the first place. Who can you ask for an honest opinion about something that you are doing or trying to achieve? Why are they a good person to ask?

WEEK 27

SPEAK UP FOR FAMILY



SPEAK UP: FOR FAMILY

We hope that our kids will make good choices because we've raised them to do so, but everyone makes a mistake now and then. When our children mess up, we want them to be able to talk to us about it. They should know that although there will still be consequences for their actions, telling us from the beginning will always be preferable to letting us find out on our own.

If he earns a bad grade on a test or she gets detention for misbehaving in class, we want to hear it from them first, not their teachers. We know they aren't going to be perfect, and we want to make sure that our children know that owning up to their mistakes from the word "go" is important to us.

Everyone makes mistakes, and everyone fails. Certain types of failure (like failing without integrity) are not okay. Trying to cover up a mistake, or lying about it, is failing without integrity. That's why those types of failures have more significant consequences.

Often, our children don't want to admit their mistakes because they're scared of punishment or worried that we will be disappointed. We can't promise that neither or those things will happen. Bad choices will often deserve punishment, and we can't help being disappointed when our kids make those choices.

We can promise that attempting to cover up a wrong choice or action will lead to greater levels of both punishment and disappointment, though. That's because lying or hiding the issue just compounds the wrong. It lets the mistake fester into something much larger and harder to deal with until it can't be concealed any longer, and it causes much more pain that way.

By getting the issue into the open from the beginning, the healing and learning process can begin, and everyone can move on from it more easily.

/// BEST 5 ///

THE BEST FIVE MINUTES OF THE WEEK

How have you conveyed to your child that it's better to tell you about a mistake than to try to hide it? Are they clear on your expectations with this?

How did your own parents respond to a mistake when you were open about it versus when you tried to cover it up? Does that affect how you respond to similar situations with your child?

Why is it not a good idea to lie about a mistake or wrong choice?

How does it make you feel when you find out your child hid something from you? How does it make them feel to hide it?

Is there a pact you can make as a family to tell the truth about mistakes from the beginning?

WEEK 27

SPEAK UP

Peer Review Worksheet

Peer Review Worksheet

Instructions

1. Write down the names of three teammates that you've chosen or that Coach has given you.
2. In the space beneath each name (in PART ONE) write down everything you know (or think you know) about that person. Start with facts like their position, grade, and jersey number. Then add observations about their personality, talent, or effort.
3. Interview each of your three peers using the questions provided in PART TWO. You can also add your own questions. Don't feel that you have to ask everything. Just pick the questions that make sense for your conversation. Write notes from your interview on a separate sheet of paper.
4. For PART THREE, think about the information from Parts One and Two. Write down three points of praise and three recommendations for improvement for each of your teammates.
5. The praise and recommendations from PART THREE will be shared with the teammates that you reviewed, and you will get the same from teammates who completed a peer review for you.

WEEK 27

SPEAK UP

Peer Review Worksheet (Print copies as needed)

PART ONE

NAME: _____

FACTS:

OBSERVATIONS:

PART TWO

1. Do I have the facts correct? (Share what you wrote for facts in PART ONE.)
2. What's one or two facts I don't know that you wish I did?
3. How do those facts impact your performance on the team or in school?
4. What do you think you need to improve on?
5. What do you think you're really good at?
6. What are your goals for this year? What about your goals for after you finish school?
7. How does being part of the team support your goals? How might your goals support the team?
8. What do you think is the most important team standard? Why?
9. Who on the team do you find to be inspiring? Why?
10. What is one thing you wish you could change about yourself?

PART THREE

PRAISE:

1. _____
2. _____
3. _____

RECOMMENDATIONS:

1. _____
2. _____
3. _____