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RIGHT SIZE

QUOTES OF THE WEEK:

MONDAY:

"When we get too big, pride leads the way and then we fall. When we get too small, we beat ourselves. When we're the right size, we view ourselves accurately."

Coach Mackey

TUESDAY:

"The size of your success is measured by the strength of your desire; the size of your dream; and how you handle disappointment along the way." Robert Kiyosaki

WEDNESDAY:

"It's not the size of the dog in the fight, it's the size of the fight in the dog."

Mark Twain

THURSDAY:

"Everything has got its right size. When it is its right size and well run, it's the tops." Agatha Christie

FRIDAY:

"We all need to figure out what's right for us because nothing about life is one size fits all. Even for an Olympian, that's for sure. And such discovery starts with you paying attention - to yourself." David Agus

WEEK 28

RIGHT SIZE CONTENT OVERVIEW



COACHES

Encourage athletes to hold each other accountable.



CAPTAINS

Let yourself be vulnerable.



ATHLETES

Gain humility and confidence through being coachable.



FAMILY

Learn how to stay the right size.



RIGHT SIZE

It's easy to compare yourself to others, but that comparison will lead you to be the wrong size. When you get too big, pride leads the way and then you fall, and when you get too small, you beat yourself. But, when you're the right size, you view yourself accurately. Accurate self-perception will help you to do what needs to be done so that you can reach your goals.

Let's look briefly at three things that will help you to stay the right size.

Accountability. This is your willingness to submit to the questions and call outs of others. Usually that's only possible when you accept that they are calling you out for your own good, as well as the good of the team. There are people who depend on you to give your best, and you are accountable to those people.

Vulnerability. This involves being willing to share your feelings. Authentic vulnerability is a strength. When you are vulnerable enough to talk about your limitations and fears, it communicates how strong you really are, and it shows your willingness to tell the truth. When you are vulnerable, you can't pretend to be bigger or smaller than you are because you're showing the real you.

Coachability. The more eager you are to learn, the more you're going to learn. The less you are committed to being right, the more you can grow. There's always more knowledge to learn from others. As great as you are, you can be better if you are willing to be coached. When you shy away from coachability, it leads you to become too big or too small. Guidance from others will help you to remain the right size.

Instead of comparing yourself to others and trying to adjust your size accordingly, let humility and confidence guide you to be the right size.

WEEK 28

RIGHT SIZE FOR COACHES



RIGHT SIZE: FOR COACHES

Accountability. It's a word we use a lot in the locker room because we know it's important for our athletes to be accountable to their teammates and their coaches. Accountability helps them to do what needs to be done, even when they don't want to. It helps them reign in their pride, while also giving them confidence.

Even the best athlete is accountable to their teammates—and not just for their performance at game time. Athletes are accountable to their team to do the hard work necessary to help the team succeed. They are accountable to their teammates to be leaders, both within the team and in the wider community.

Accountability requires that athletes put the needs of the team before their personal preferences. This helps them to practice humility. When we are humble, we recognize that we are not the center of the universe. Humility helps us to not get too big for our britches because it reminds us that there is more at stake than just what affects us on a personal level.

On the flip side, accountability gives us the confidence to not become too small for our shoes. When there are others around us who are counting on us to do what we said we would do, that helps us to realize that we can do it. We're not alone. Confidence comes from knowing who you are, and knowing that others support you as you are. In being accountable to their teammates, athletes are also gaining the support of the team.

Confidence keeps us from being too small, and humility stops us from getting too big. These two sides of accountability help us to be the right size.

THIS WEEK, BE ON THE LOOKOUT FOR:

- 1. Opportunities to GUIDE teammate evaluations.** Have athletes rate a small group (4-5 athletes) of their peers on how they express team values. There's a worksheet in the More Resources section that can help with this. Work with the small groups to go over the evaluations with the aim of talking to the team about an area that the team as a whole can work on together. Make it clear that the goal of this exercise is not to personally attack each other; it's to help one another stick to the standards that they've agreed to pursue.
- 2. Opportunities to HELP athletes self-evaluate.** Have athletes rate themselves on a scale of 1-5 on how well they are doing on ten items. This can be related to team values or standards, physical goals, or academic and community issues. Write out the first five items, but let the athlete pick the other five. Go over how they scored themselves and ask them for their reasons. Focus more on discussing the process of self-evaluation rather than the actual items.
- 3. Opportunities to THEME the week for accountability.** Start the week with a discussion about what accountability is and why it matters (like we discussed above), and get feedback from athletes about how accountability is (or isn't) present on the team. Have the athletes choose a goal for the week, and arrange them in pairs. The accountability buddies will check in with each other throughout the week, and report on how their partner did at the end of the week in a final discussion session.

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WEEK 28

RIGHT SIZE FOR CAPTAINS

C RIGHT SIZE: FOR CAPTAINS

There's this long-lasting myth that a leader has to be Superman—meaning they have to be invulnerable to the shots that others take at them and above reproach. That's kind of silly, though, isn't it? Who is really invulnerable? No one. Who is really above reproach? Again, no one.

As a leader and as a person, you are going to make mistakes. Sometimes people will use those mistakes as excuses to point and laugh or to undermine your authority. But most of the time, people will see your mistakes and say "Hey I did something like that once, too." People understand that everyone makes mistakes. They understand that no one gets it right every time.

But if you try to hide behind an invulnerable Superman persona, you miss out on the connections that can be forged from vulnerability. Being vulnerable is not about being weak or an easy target. It's about recognizing and demonstrating that you are human, just like the people you lead. Vulnerability helps you to remain humble (not getting too big) while also bolstering your confidence (to avoid getting too small). In other words, it helps you to be the right size.

Vulnerability is as simple as telling the truth. Of course, simple doesn't always mean easy. It can be really hard to open up to your teammates. It can be really hard to say "Look guys, I messed up. Here's what I did, and here's how I'm going to work to fix it."

It's a very humbling experience to lay it all out and let others judge you. But when you do, you'll find that it builds trust with your teammates. Instead of making them doubt you, it gives them more confidence in your ability to do the hard things that are required of a leader.

You don't have to be an invulnerable Superman to be a leader. Quite the opposite. You have to be willing to be vulnerable.

/// CAPTAINS' LOG ///

"LEADERS ALWAYS LEAD"

How have you shown vulnerability to your teammates in the past?

How did your teammates respond to your vulnerability?

How do you respond to others who are vulnerable?

Why does it matter if you tell the truth about a mistake rather than trying to cover it up?

How does vulnerability help you to be the right size?

WEEK 28

RIGHT SIZE FOR ATHLETES



RIGHT SIZE: FOR ATHLETES

No matter how great of an athlete you become, you will always need a coach. That's because the only way to get better is to be coached. There's this weird myth that coaching is for people who aren't very good. But coaching is not remedial; it's promotional. In other words, you don't get coached because you're behind; you get coached so you can get ahead.

Coachability also helps you to be the right size for your team. Being the right size requires confidence and humility, and both of those traits come from being coachable. Let's take a look at how that works.

Confidence. When you have a coach on the sidelines with you, you know that you aren't doing this alone. You've got someone in your corner to help you figure out the best way to win. That's one way that coachability gives you confidence. When you trust that your coach is there for you, it gives you the confidence to take on hard things.

Another way that coachability inspires confidence is through learning. The whole point of being coached is to learn. When you learn, you grow. That growth and acquired knowledge gives you confidence that you're up to the task in front of you. With all this available confidence, it would be easy to become too big for your role. But confidence isn't the only thing that being coachable gives you.

Humility. Being coachable means submitting to the lessons and training of another person. You can't have a big head about your own importance and be coached at the same time. If you're going to learn anything, you have to respect that the person teaching you has knowledge or wisdom that you currently lack. That's humbling.

Coachability helps you to practice both confidence and humility. These two traits are key to being the right size for your team.

ATHLETE'S EXERCISE:

1. Why do you need a coach?
2. What have you learned from your coaches?
3. How do your coaches help you to be both confident and humble?
4. Why does it matter if you get too big or too small? What difference does it make to you and the people around you?
5. How can you strive to be coachable outside of sports?



RIGHT SIZE: FOR FAMILY

It's easy to compare ourselves to others, but that comparison will lead us to be the wrong size. When we get too big, pride leads the way and then we fall, and when we get too small, we think we aren't worth listening to, and our good ideas go unvoiced. But, when we're the right size, we view ourselves accurately. Accurate self-perception will help us to do what needs to be done so that we can reach our goals.

Let's look briefly at three things that will help us to stay the right size.

Accountability. There are people who depend on us to give our best, and we are accountable to those people. Accountability requires that we be willing to submit to the questions and call outs of others. Usually that's only possible when we accept that they are calling us out for our own good, as well as the good of the team.

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Instead of comparing ourselves to others and trying to adjust our size accordingly, let's strive to be accountable, vulnerable, and coachable. These traits will become our guide to being the right size.

/// BEST 5 ///

THE BEST FIVE MINUTES OF THE WEEK

Who are you accountable to? Why?

Are you afraid to be vulnerable with others? Why or why not?

Who do you trust to coach you up and call you out? Why that person (or people)?

How does your accountability to your family help you to stay the right size?

Why is it important to be the right size? What can happen when you're too big or too small?

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RIGHT SIZE

Team Values Evaluation Worksheet

● **Team Values Evaluation Worksheet**

Print copies as needed so each participant has enough rating sheets for their group members.

Name of Teammate: _____

Value or Standard	Teammate Rating (1-5)	Reasons for Rating

Right Size Worksheet

In the space below, write down 10-12 actions you have taken this week. Think about the things you've said to people, how you've behaved in the locker room, and your performance on the field.

Now, use the three columns below to organize your actions based on whether they were Too Big, Too Small, or the Right Size.

Too Big**Right Size****Too Small**

Finally, refer to the columns as you answer these questions.

1. For the actions that were Too Big, how can accountability, coachability, or vulnerability help you be humble enough to avoid those actions in the future?
2. For the actions that were Too Small, how can accountability, coachability, or vulnerability help you be confident enough to do something else next time?
3. For the actions that were the Right Size, what helped you to keep your actions the right size? How can you use that information to help you in the future?