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THREE E'S

QUOTES OF THE WEEK:

MONDAY:

"Set your goals high and don't stop til you get there." Bo Jackson

TUESDAY:

"You are never really playing an opponent. You are playing yourself, your own highest standards." Arthur Ashe

WEDNESDAY:

"I expect big things from myself but as long as I can keep the commitment and dedication and put the hard work in, I don't see why there's any reason not to handle it OK." Rory McIlroy

THURSDAY:

"Correction does much, but encouragement does more."
Johann Wolfgang von Goethe

FRIDAY:

"It's what you learn after you know it all that counts." John Wooden

WEEK 29

THREE E'S CONTENT OVERVIEW



COACHES

Practice the 3 E's with athletes.



CAPTAINS

Encourage with more than just words.



ATHLETES

Allow others to equip and encourage you.



FAMILY

Use the 3 E's to get off the hamster wheel.



THREE E'S

Life can be extremely chaotic and fast-paced. If you feel like you're stuck on a hamster wheel, working really hard but not getting anywhere, then you need the 3 E's in your life: Expectations, Encouragement, and Equipping. Let's take a look.

When you set high **Expectations** for yourself, that sets the tone for your commitment to your goals. But keep in mind: meeting or not meeting your expectations for yourself does not say anything about your worth as a person. It just speaks to how committed you are to achieving your goals. Set goals that are worthy of you. Don't place the bar two inches off the ground when you can hurdle that thing at four feet. Give yourself some credit for what you can accomplish.

When you pair your high Expectations for yourself with **Encouragement** from friends, family, and teammates, then you turn the pressure of those expectations into fuel to drive you forward. You aren't on this journey alone, but it's up to you to remember that. You get to choose who you surround yourself with on a regular basis. You get to choose whose words sink into your mind.

But Expectation and Encouragement also require **Equipping**. When you allow your coaches and your teammates to call you out, you are allowing them to Equip you to use the Encouragement and meet the Expectations. If you don't know what you're doing, you won't get very far. That's why you must be humble enough to be equipped, coached, and taught. The only way to get better is to be coached.

If you feel like you're stuck on a hamster wheel, and you want off of it, remember the 3 E's: Expectations, Encouragement, and Equipping.

WEEK 29

THREE E'S FOR COACHES



THREE E'S: FOR COACHES

We have high expectations for our team because we know that our athletes are capable of great things. But let's not forget that they're high school kids. For every expectation we have for them, they have a dozen for themselves. We want all of those expectations to be fuel for the journey, but if we forget that there are real humans behind our standards, the expectations may become a weight that holds them back.

Our job isn't just to make higher standards. We also have to encourage and equip our athletes to meet the standards. Without encouragement, expectations and standards are just extra weight. Without equipping, expectations and encouragement are just words.

Let's look at two things we can do to encourage and equip our athletes to meet our expectations (as well as their own).

Have regular check-ins with athletes. If you don't know what they need, then you won't know how to encourage and equip them. Keep in mind that what they need at the beginning of the year will be different from what they need mid-year or at the end of the year. This also serves a secondary purpose. While it helps you know how to equip athletes, it also encourages athletes that you're on their side and you care.

Look beyond the "equipment." There are more ways to equip athletes than through providing resources. For example, the lessons you teach, and the advice you give are important tools for athletes. Another way you can equip athletes is by connecting them to other teachers and mentors or directing them to books and videos that will help with what they are trying to learn.

If our athletes are going to meet the high standards we set, then we're going to have to provide all 3 E's.

THIS WEEK, BE ON THE LOOKOUT FOR:

- 1. Opportunities to CHECK IN with athletes.** Try to vary the questions you use to spark the discussions. Instead of vague questions like "How are you doing?" try to ask specific questions. For example: What's something you've been struggling with this week in practice that I might not have noticed? What's something you've done this week that you're really proud of? What do you need from me before the next game?
- 2. Opportunities to LISTEN to learn.** All listening is not executed equally. When we think we already know what someone is going to say (at least the gist of it), we don't listen as closely. We listen to confirm what we already think. Instead of looking for confirmation, look for learning opportunities. Or rather, listen for them. Give the speaker your full, undivided attention, and hear what they actually say.
- 3. Opportunities to BRAINSTORM ways to equip athletes.** Physical resources are important. But extra gym time or access to the weight room are just one way of equipping athletes. Sit down with a sheet of paper and think about other resources at your disposal that you can provide to athletes. What books have you read or talks have you watched that might help them, too? Who do you know that might be a good mentor or guest speaker?

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C THREE E'S: FOR CAPTAINS

As a leader, you'll set some expectations, and you'll help to equip your teammates. But the E that you'll be most concerned with in your leadership role is Encouragement. Team leaders spend a lot of time encouraging their teammates, but they don't just use their words to do it. There are five types of encouragement. Let's take a look.

Words. The first and most obvious is words. "You can do it" or "we've got this" are pretty standard encouragements. But words work best in immediate situations, like during a game or practice. They can be helpful after the fact, too, but words have the most meaning when they come at the right time.

Support. Supporting your teammates means having their back when they mess up. That doesn't mean covering for them; it just means that when they make a mistake, you're there to let them know it's not the end of the world. Support is, mostly, about being present and aware of what your teammates are facing.

Belief. Do you believe that your teammates can achieve great things? That belief is a powerful encouragement when you let your teammates see that you believe in them. Maybe that means being more hands-off to let them know you believe they can handle it on their own. Maybe that means speaking to your belief in their abilities.

Example. The way that leaders speak and act serves as an example of how to behave, but it also serves as an encouragement. Examples basically say, "I can do this, and so can you." When your teammates see you living the team standards, it encourages them to do the same.

Confrontation. Sometimes, a person just needs someone else to call them out. It's not a comfortable thing, but what's even more uncomfortable is watching a teammate sabotage themselves without realizing it. Speak up when your teammates need a reminder that they're better than this.

Encouragement isn't just kind words and a pat on the back. Encouragement can take many forms. As a leader, you'll want to use as many of them as you can.

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

How have you used words to encourage your teammates recently?

How do your teammates know that you support them?

What do you do that shows your belief in your teammates?

What kind of example are you setting for your team?

How have you been encouraged through confrontation?

**THREE E'S: FOR ATHLETES**

Sometimes the expectations that you place on yourself (combined with the expectations others have for you) can be overwhelming. If the expectations feel like too much pressure, remember that you're not alone.

There are certain things that only you can do on the way to your goals. But there are things that others can do to support you, too. The most important ways that others support you are through encouragement and equipping. Your friends, family, and coaches can only support you like this if you're willing to let them.

Let people encourage you. When you've made a mistake or fallen short of your own expectations, it can be hard to believe it when someone says it's not so bad or encourages you that everything will be okay. But don't shrug off their support. Even if you can't believe the words in that moment, believe the intention behind them. This person believes in you. And that means something.

Let people equip you. Trial and error works eventually, and you can learn a lot from books or videos. But you can't learn it all on your own. You need other people to give you feedback and guide the learning you do on your own. Your coaches can only help you get better if you let them. Be open to their criticism. They aren't trying to sit in judgment of you; they're trying to help you achieve your goals.

The journey to your goals is not a solo trip. Your coaches and teammates are right there with you. So are your family and friends. Let them encourage you. Let them equip you. Because when you do, you'll find that the expectations stop weighing you down and starting catapulting you forward.

ATHLETE'S EXERCISE:

1. How have others encouraged you recently?
2. How did you respond to their encouragement?
3. How have others tried to equip you recently?
4. Did you take their suggestions? Why or why not?
5. Who is on the journey to your goals with you? How can you show appreciation for them this week?



THREE E'S: FOR FAMILY

Life can be extremely chaotic and fast-paced. Sometimes we can feel like we're stuck on a hamster wheel, working really hard but not getting anywhere. When life gets like that, we need to remember the 3 E's: Expectations, Encouragement, and Equipping. Let's take a look at each.

When we set high **Expectations** for ourselves, that sets the tone for our commitment to our goals. But keep in mind: meeting or not meeting our expectations for ourselves does not say anything about our worth as people. It just speaks to how committed we are to achieving those particular goals. Set goals and expectations that are worthy of you. Don't place the bar two inches off the ground when you can hurdle that thing at four feet. Give yourself some credit for what you can accomplish.

High expectations can be daunting. But when we pair our high Expectations for ourselves with **Encouragement** from friends, family, and teammates, then the pressure of those expectations turns into fuel to drive us forward. We need to remember that we aren't on this journey alone. And, we get to choose who we surround ourselves with on a regular basis. We get to choose whose words sink into our minds.

But Expectation and Encouragement also require **Equipping**. When our coaches, bosses, and teammates call us out, we have a choice to make. We can either equip the information they've provided, or we can discard it. When we allow them to Equip us, that allows us to use the Encouragement we've been given and meet the Expectations we've set. If we don't know what we're doing, we won't get very far. That's why we must be humble enough to be equipped, coached, and taught. The only way to get better is to be coached.

If you feel like you're stuck on a hamster wheel, and you want off of it, remember the 3 E's: Expectations, Encouragement, and Equipping.

/// BEST 5 ///

THE BEST FIVE MINUTES OF THE WEEK

What expectations do you have for yourself?

Are these different or the same from expectations that others have for you? Why?

Who encourages you when you are working towards a difficult goal?

How can you make sure that you are equipped to reach your goals and expectations?

Which of the trio do you struggle with most: Expectations, Encouragement, or Equipping?

WEEK 29

THREE E'S

Encouragement Worksheet

Encouragement Worksheet

Instructions

1. Each day this week, do something that encourages someone else.
2. Write down the encouraging action, along with the person's response.
3. At the end of the week, think about and respond to the questions at the bottom of the page.

Monday

Encouraging Action: _____

Response: _____

Tuesday

Encouraging Action: _____

Response: _____

Wednesday

Encouraging Action: _____

Response: _____

Thursday

Encouraging Action: _____

Response: _____

Friday

Encouraging Action: _____

Response: _____

Questions

1. How did you choose what encouraging actions you would take and who they would be directed to?
2. How did most people respond to the encouragement?
3. What did their responses teach you about the ways that you encourage people?
4. What impact did this week-long exercise have on you?
5. How can you continue to be an encourager for others in the future?

Expectations Worksheet

Instructions: In the spaces below, write three expectations that you have for yourself, along with two or three things you will do to meet those expectations. Post this list in your room or keep it inside your notebook to refer back to.

Example: *I expect to finish the month with an A in all classes.*

To meet this expectation, I will complete all homework the night it is assigned. I will review class materials and textbooks for twenty minutes each evening.

I expect _____

To meet this expectation, I will _____

I expect _____

To meet this expectation, I will _____

I expect _____

To meet this expectation, I will _____

Equipping Worksheet

Instructions: Use the questions below to prep for a check-in with Coach. Remember, your coaches are here to equip you to achieve your goals. Let them do that.

1. What's something you've been struggling with this week that others might not have noticed?
2. What's something you've done this week that you're really proud of?
3. What is something you don't understand about the game or the team?
4. What do you need from your coaches before the next game?
5. What are more long-term needs that your coaches can help with?
6. What is something related to athletics, leadership, or coaching that you would like to learn more about?
7. Who is someone on the team that you think could use more attention from your coaches?
8. What are your goals for the rest of your time on the team?
9. What are your goals for after you leave school?
10. How can your coaches help you to achieve those goals?