

Self Awareness of myself as a coach,

The first section is my own reflection in random thought these past months, 2013; the second section is the DISC feedback from the October 2012 workshop I attended in Melbourne.

Attitude: how it affects me in thought and emotion

Attitude

I see it reflected in my reaction to

- The manner in which players train so train as you play
- Involvement rather than commitment, attendance is not training as training is perfecting, learning the proficiency of related skills
- Bowling frequently even winning regularly does not in itself develop skill as much as that acquired via supervised intensive quality (coach driven) training
- Where players choose lower priority games to attend in lieu of training

Thoughts & emotions- effect

- On mood, relationships, performance, identity- 'discover' someone; Lina in the Rover 2002, synchronicity
- In coaching situations my interpersonal skills and behaviours have an affect on players;
- my way of connecting with any or all is a combination of Listen, look, laugh, love, learn, lead, luxuriate in others
- intuition- where I know something but not know how that is
- surrounds- Yarra river with all the other energetic people giving me a 'raise' bouncing off their vibe
- www.flowpower.com
- the music is all around me, all I have to do is listen

Self awareness- my traits, attributes, descriptors

Enthusiastic

Pumped, keen, chirpy, sociable, curious

Elbows

Attitude, intensity, excellence, sharing, intolerant of mediocrity

Giraffe

Sticks neck out, contrary, mischievous, obvious, visible, different, tall &

proud

Coach

Influencing, dominant, planned, strident, considerate, demanding, striving, relaxed, fun, communicative, educator, facilitator

Influencing

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Leadership, direction, initiative, momentum, spontaneity, people
Motivated by people
Committed, happy, energetic, intelligent & self worth, wider recognition
Strength
Energy, passion, persuasive, motivate, entertain, plan, goals, document,
structured, openness
WIP
Patience, technology, memory, attention span, detail
Obstacles
Knowledge, irritations, priorities, impatience, contrary
Security
Confidence, record, skills, networks, profile

List of values which I have sighted or read of

- Acceptance, acknowledgement, accomplishment
- Complimented, care, certainty, control, communication, credible
- Duty, dignity
- Excellence, enjoyment, educator
- honesty
- integrity, impartiality (envy), intolerance (mediocrity)
- knowledge
- order, obligation
- prepared, power, professionalism, passion, personable
- relationships, responsibility, tolerance, recognition
- safety, sportsmanship, success, security, sharing, standards
- work ethic

List of behaviours which I have sighted or read of

- animated, assertive, attentive, analytical
- bold, bawdy
- caring, contributes, compromises, contrary, communicative, credible
- dignified, dominates
- enthuses, enjoys, educates, engages, encourages
- funny, friendly
- gracious, grateful, gestures, garrulous
- happy, humble, honest, hard working
- influences, informs, imparts, intelligent, initiates
- jovial, judgemental
- kind, kindred
- leads, listens, laughs, learns, lively, larrikin
- opinionated, optimistic,
- positivity, professionalism, personable
- respected, respectful, reliable
- strives, shares, sociable, sensible, sensitive, sensory
- tactile, trusting, thinker

Self Awareness as a coach, 2012 DISC assessment **General behavioural characteristics**

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influencing (88%) & dominant (62%)

Your enthusiasm and openness to alternatives allows you to influence your athletes and others. You score like those who turn up to coach with some ideas of their own, as well as an open mind to listen to the ideas of their athletes. When a solution is decided upon, you have the skills to enlist everyone in an enthusiastic manner and get them on board. Your flexibility to adapt to new approaches or to manner and get them on board. Your flexibility to adapt to new approaches or to unexpected changes is an asset to the team, as athletes look to you for leadership not just because you are their coach.

You convey a high trust level in coaching your athletes. This is a strength. Your athletes trust you because they get the sense that you trust them. That's good. However, you experience situations where you may get "burned" by trusting someone and then having that trust betrayed. Typically, those who score like you tend not to let those events get them down or diminish their trust for others. They simply become a bit more cautious around certain people. Back to the good news side, by setting the example of trusting others, you help to establish a positive climate of trust in your squads and teams.

Through fluent verbal skills, you are able to gain the support of a variety of styles of people. Those who score like you are prepared at a moment's notice to speak at length on almost any topic (even a topic about which they know very little). Your sense of confidence puts confidence in others. Your sense of urgency helps your athletes and others to get into gear. Your sense of humor is able to break some tension with the twist of a word or a quip and get people back on board.

lachlan, you appreciate flexibility and spontaneity in your athletes and conversely, may fear limitations or restrictions on your own flexibility or spontaneity. Coaches who score like you say that their creativity comes alive when they are given freedom to coach in creative ways and with few if any restrictions. Conversely, their creativity goes into hibernation when they are presented with rules, regulations, forms and requests for justification of their actions and decisions. As a piece of advice, when you have opportunity, seek those coaching assignments with the fewest strings attached and your internal motivation remains at the highest levels.

Your Strengths:

- You try to understand people and your athletes very well and use that understanding to lead, persuade and motivate them to enable them to achieve their goals.

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- A self-starter and active agent in all you do.
- You are able to react and adapt quickly to changes.
- You are an excellent team-player, who is very willing to assist other coaches (and others) so they can also develop.
- Able to sell others on a variety of ideas and concepts.
- You have a high sense of urgency to get things done... now.

Your Coach Style Tendencies:

- You are able to handle coaching assignments of authority with confidence and obtain the respect of your athletes and others in the sporting organization.
- You appreciate others who show a similar high degree of flexibility and spontaneity in regard to training programs and methods.
- You tend to evaluate your athletes by their ability to express themselves verbally and fluently and to give you important feedback so to enable you to coach them more effectively which also makes your job easier.
- You approach your coaching role enthusiastically and express your thoughts and ideas openly with your athletes.

You Tend to Be Motivated By:

- A supportive and encouraging sports club or organizational environment.
- Interesting activities outside of the sports environment. Some with similar scores like to be involved in volunteer and community activities.
- Opportunities to learn, grow and advance at a rapid pace.
- Power, authority and control to make decisions to achieve successful results.
- A strong, visible team or sports organization with which to identify.

Coaches Like You Tend to Need:

- Some independence and flexibility in your coaching activities and training

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schedules.

- Opportunities for involvement with a wide scope of people within and outside of your sport.

You Tend to be Most Effective In Environments that provide:

- Wide scope of involvement with a variety of people.
- Opportunities to try new ideas in both training programs and competition strategies.
- New and varied activities; a change-oriented culture in your sports organization.
- Challenging goals to achieve with your athletes.
- Freedom from controls, details and minutia.

When Communicating with lachlan, DO:

- Provide immediate incentives for his willingness to help.
- Provide options for lachlan to express his opinions and make decisions.
- Offer input on how to make the ideas become reality.
- Be clear in your explanations.
- Provide testimonials from people he sees as important and prominent.

• When Communicating with lachlan, DON'T:

Speculate wildly without factual support.

Get bogged down in facts, figures, or abstractions.

Make decisions for him.

Ask rhetorical or useless questions.

Make guarantees and assurances when there is a risk in meeting them.

Communication Plan with the **INFLUENCING** Style

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CHARACTERISTICS

Seek enthusiastic people and situations

Need involvement and people contact

Like changes and innovations

Look for action and stimulation

Surround themselves with optimism

Like personal choices

Potential Areas for Improvement:

- You may sometimes act impulsively, favoring emotions over facts.
- You may sometimes be a selective listener with your athletes and others, selective listener sometimes, hearing only what you want to hear.
- The optimism and high trust level may overestimate the ability or intentions of some of your athletes and may end up receiving less than expected results.

DISC rated assessment for me

D dominant 62%

I Influencing 88%

S Steady 34%

C Conscientious 30%

Profile - Lachlan Tighe

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Lachlan started out as an elite squash player and has worked as a professional in the sports industry since 1979 thus involved in many sports as a coach, Board Member, CEO, Marketing manager, Institute of Sport consultant, teacher/ lecturer, the Olympics, government sporting and funding authorities, national coaching committee, Development manager and High Performance Manager.

His premier league bowling days found some competition when in 2000 he decided to focus primarily and intently on lawn bowls coaching, and from that time he continues to be sought internationally in coaching because of the innovative, challenging yet successful approach taken to coaching.

The following is a sample of the bowls coaching positions and successes Lachlan has to date:

- ✓ 2002 Commonwealth Games, Manchester, Malaysian Lawn bowls Head coach and 4 medals including their first ever gold medal
- ✓ 2005-6 VLBA Victorian State Ladies coach
- ✓ 2006 Commonwealth Games, Melbourne, Malaysian Lawn bowls Head coach and 2 gold medals
- ✓ 2006-7 Auckland NZ, High Performance Head coach
- ✓ 2006 Bowls NZ, consultant coach
- ✓ 2007 women world indoor singles champion, coach
- ✓ 2008 mens world champion & world indoor singles champion, coach
- ✓ 2009-10 Commonwealth Games, Delhi, Jersey, UK, Lawn Bowls National coach
- ✓ 2011-12 Canada Lawn Bowls National coach

He has his personal elite squad of bowlers (*Elbows*) and has bowls website columns where he shares his approaches, training programs and insights for the benefit of anyone remotely interested in furthering their playing or coaching skill.

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