

Self Awareness As Coach,

The first section is my own reflection in random thought these past months.

The second section is the DISC feedback from the October 2012 workshop I attended in Melbourne conducted by Athlete Assessment Inc.. Fellow attendees included an AFL coach, two assistant AFL coaches, three national sport coaches in a group of twelve.

SECTION ONE

Attitude: how it affects me in thought and emotion

Attitude

I see it reflected in my reaction to

- The manner in which players train with intensity, so train as you play.
- Involvement rather than commitment; attendance is not training as training is improving, 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 behaviors have an effect 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 - my local Yarra river with all the other energetic people reveling in exercise giving me a 'raise' bouncing off their vibe, and, the tranquility of the location.
- www.flowpower.com
- The music is all around me, all I have to do is listen.

Lachlan Tighe, Bowls Coach, 2023

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, visible yet not vulnerable

Coach

Influencing, dominant, planned, strident, considerate, demanding, striving, relaxed, fun, communicative, educator, facilitator, challenging, engaged with...

Influencing

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, initiator

WIP

Patience, technology, memory, attention span, detail,

Obstacles

Knowledge, irritations, priorities, impatience, contrary

Security

Confidence, record, skills, networks, profile, comfort in my self, lack of envy

Lachlan Tighe, Bowls Coach, 2023

List of values, which I have sighted or read of

- Acceptance, acknowledgement, accomplishment
- Complemented, 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, tole, recognition
- Safety, sportsmanship, success, security, sharing, standards
- Work ethic

List of behaviors, 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

What I see, chase even, as defining great coaches, these elite coaches are:

- Great coaches know themselves.
- Great coaches want to make a difference.
- Great coaches set personal goals, annually.
- Great coaches explore, pioneer, challenge.
- Great coaches are at the forefront (of the sport).
- Great coaches want to be the best they can be.
- Great coaches know they don't know it all and seek from and share with others.
- Great coaches make players realize how good they can be.
- Great coaches set standards, abhor mediocrity.

SECTION TWO

Self Awareness as a coach, 2012 DISC assessment

General behavioural characteristics

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.

Lachlan Tighe, Bowls Coach, 2023

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 an 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.
- 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 as to enable you to coach them more effectively, which also makes

Lachlan Tighe, Bowls Coach, 2023

- 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, team, squad 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, squad or sports organization with which to identify.

Coaches Like You Tend to Need:

- Some independence and flexibility in your coaching activities and training 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**:

Lachlan Tighe, Bowls Coach, 2023

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

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%

Lachlan Tighe 2023