



“THE SPOTLIGHT DRILL”

“A Spotlight is a mega dose of Put-ups for a player that could use it.”

Location/Facility: Circle up after a practice or game

Time: 2-5 Minutes after practice and/or games

Overview:

Spotlight Drill: After practice take one of your athletes and put him in the “Spotlight.” Ask individual members of the team to say the person’s name and tell the person in the Spotlight what they appreciate about her/him. It can be something they specifically did to help them personally in or out of the sport. It can be a character attribute that they consistently demonstrate. The more specific the statement the more powerful.

Tips:

1. Make sure the statement is directed TO the person and not ABOUT the person.
2. Coach your athletes to look each other in the eye when delivering and receiving the statements
3. Coach the person in the spotlight to receive the words of affirmation and not deflect them.
4. Coach athletes to be specific. When an athlete says “Joe, I appreciate the way you help people.” Ask them to be specific. “Joe, I appreciate the ride home that you’ve given me when my mom wasn’t able to pick me up.”

Results:

An atmosphere of appreciation. Value given to those who don’t get the strokes from playing time. This teaches the performers to see the value of those on the team who aren’t as skilled at the stuff of level one. People don’t quit where they feel they have value.

Submitted by: Mark Hull, 3D Institute

Barbara Frederickson study: 1-1 ratio of positive to negative feedback borders on clinical depression, 2-1 languish in life, 3-1 tipping point to flourishing life

“MAKE IT A GREAT DAY +1”