



ON TARGET

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Organizational Motivation & Performance



Self & Team Efficacy



Intrinsic vs. Extrinsic Motivation



Individual & Team Cohesion

Parent Relations



Groups Versus Teams

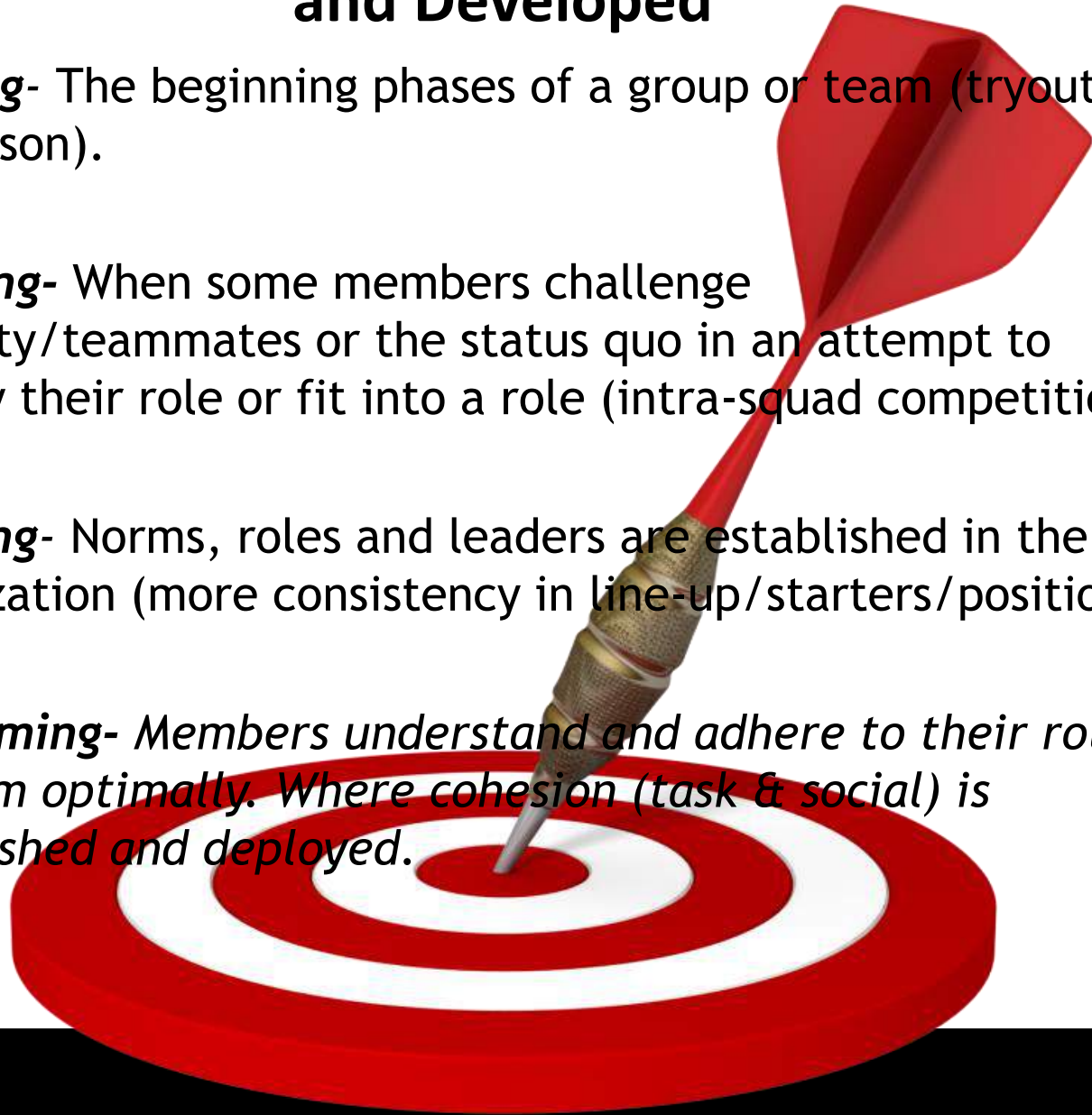
➤ **Groups** are essentially a collection of individuals

➤ **Teams** are essentially a collection of individuals that share the same objectives and goals



How Organizational Climate & Culture is Formed and Developed

- **Forming**- The beginning phases of a group or team (tryouts, pre-season).
- **Storming**- When some members challenge authority/teammates or the status quo in an attempt to identify their role or fit into a role (intra-squad competition).
- **Norming**- Norms, roles and leaders are established in the organization (more consistency in line-up/starters/positions).
- **Performing**- *Members understand and adhere to their role to perform optimally. Where cohesion (task & social) is established and deployed.*



Self & Team Efficacy (Confidence & Optimism)

Self-Efficacy

- Self-Efficacy=Belief System postulates one is able to overcome obstacles in the face of adversity.

Team Efficacy

- Team Efficacy=Self-Efficacy becomes contagion if one or more members of a team demonstrates positive belief systems.



Self-Efficacy

- Dispositional Optimism=Those who postulate optimism tend to have positive explanatory styles of communication and behavior.



Team Efficacy

- Positive Explanatory styles of communication tend to influence others to communicate and behave in positive ways which cultivates optimism and confidence.

Self-Efficacy

- Learned Optimism=Research indicates that individuals can learn or reframe (cognitive reframing) optimistic tendencies from a depressive explanatory style.



Team Efficacy

- Research indicates that teams which have demonstrated depressive explanatory styles of communication and behavior can reframe their methodologies to be explanatory and positive.

Intrinsic Vs. Extrinsic Motivation

Intrinsic

- Reward Appropriate Behaviors
- Reward effort and process not outcome
- Provide Performance feedback
 1. Instructional Feedback
 2. Motivational Feedback
 3. Haptics/Proxemics

Extrinsic

- Outcome Performance
- Scholarship (lower satisfaction)
- Recognition/Titles/Championships



Individual & Team Cohesion

➤ Task Cohesion=Individual assigned tasks

➤ Are players fulfilling their assigned roles

➤ Role clarity; role acceptance; role adherence

➤ Social Cohesion=Players get along and are generally attracted to one another

➤ Players tend to have common outside interests

➤ Like being part of the group (participation satisfaction)

Ways to Cultivate Cohesion

- Minimize Cliques

- External Social Activities

- Team and Position Building activities

- Develop a Group Name

- Group T-Shirts (headbands shoelaces)

- Develop Process and Outcome Goals Together

- Big Sister/Brother Relationship

- Train Listening and Interpersonal Communication Skills

- Team Meetings/Mental Mondays

Communication Protocols

Listening Skills

Non-Verbal Communication

Vocal Communication

“I” Messages

Language Reconstruction

Parent Protocols

Reward Process not Outcome

Always Talk Positive About Team/Coaches

Ride Home: Two Compliments; No Questions

After Game: Let them Come to You

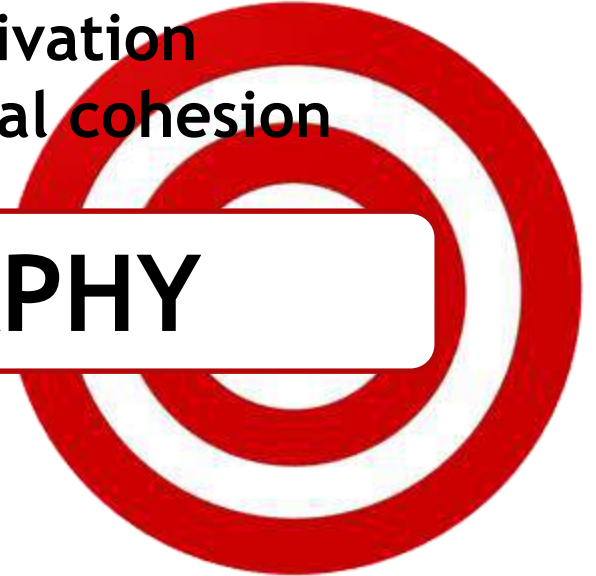
Blended Family: United, Consistent Routines

Be a Soft Landing Place (Parent)

Stable Home Environment

- Three reasons why you coach
- Two ways to build team efficacy
- Two ways to build intrinsic motivation
- Two ways to build task and social cohesion

COACH AUTOBIOGRAPHY



Fein, S., & Kassin. S. (2008). *Social Psychology*. Wadsworth Cengage Learning: New York.

Gee, C. (2010). *How does sport psychology actually improve athletic performance? A framework to facilitate athletes' and coaches' understanding*. DOI:10.1177/0145445510383525. Behavior Modification, 34/386.

Gould, D. & Weinberg, R. (2011). *Foundations of Exercise & Sport Psychology*, 5th Edition. Human Kinetics.

REFERENCES

