

## Motivation

The ability to motivate will help to push people to achieve more than they were previously achieving or to help people regain their previous level. Providing agreed goals and then a clearly defined pathway to achieving these goals. The ability to motivate is based on the ability of the coach to understand and appreciate what each individual is capable of, to agree this with that person and then to encourage, push, monitor, check, and help them reach their targets.

### NEW SLIDE

Understanding what motivates people is also another key skill required of a coach. What makes you tick, what makes others tick? Can you see and understand how different people work, who likes to come in early? Who likes to stay late and train more. Some people want a financial incentive, others are looking for promotion, Some are happy with the personal achievement or to hear the simple (yet. Vastly under used) word, thank you. Indeed an individual may well fluctuate between different motivations depending on the job at hand, the required or expected outcome, the benefits for the individual. The role of the coach is to be able to understand these differences between people, between tasks, between key factors and then be able to work with individuals or teams to help accomplish the goal for whatever the motivating factor is.

### NEW SLIDE

It is true that some people are more self-motivated than others. Research has shown us though that people involved in sport are inherently self-motivated. To train, to practice, to make sacrifices, to be disciplined and focused, to set, monitor and achieve goals and to manage their time effectively. All these skills combine to provide a very solid foundation for a life in sport, business and everyday living. There is little doubt that sport creates a work ethic and attitude geared for personal and 'team' success and achievement and instills the requirement for self-motivation which is not really visible through many other routes in a child or young persons life.

I know players who start training at 6am in India before it is even light. Doing their fitness in the dark then playing for a couple of hours before school starts. Players need to start to be aware of diet and nutrition from a very early age, and may well give up most of their weekends to compete, not forgetting the hours learning, developing and honing skills.

In what other medium do young people learn these skills other than in sport? Maybe music though there is little competition.

Whilst most young sporting people are learning and developing physical and mental skills and the motivation to achieve and succeed their counterparts are spending an increasing amount of time on laptops, tablets, smartphones or game stations developing skills in a virtual world! What we do know is that the earlier someone learns a new skill the easier it is to learn, remember and continuously reproduce. Did you ever try to learn a new language? do you ever wish you could have started earlier? or learner to draw or paint or or or ..... "if only I had started earlier"

Sport provides the foundation for self-motivation it is the catalyst of personal development, the determination to improve, to develop, to achieve and to succeed.

Self-motivation is by its definition exactly that but in the first instance that skill has to be driven by something or someone. Character, personality and attitude combine to influence a persons' mind set, their approach to learning, handling pressures, negative and positive situations is implanted

from an early age and the sooner the positive traits are inputted the longer lasting effect they will have.

#### **NEW SLIDE**

So what is the role of a coach or indeed a parent. Is it to be able to motivate people or is our real role to teach, train, develop and evolve an individual to motivate themselves. Having to motivate someone means that they are obviously not able to motivate themselves. This could be for a number of reasons, lack of success, out of their depth, stress, unrealistic expectations etc.... The coach therefore has to step in to be able to re-align the mind set of the individual to be able to motivate themselves in the future. Having to motivate someone can only be a short term task for the coach, the person must be able to motivate themselves. Motivating someone else is only necessary when they cannot motivate themselves, this means there is a break in the confidence or ability of the individual which means the coach must then try and 'correct' this 'error'. Anyone involved in coaching knows that it is much more difficult to correct an error than it is to teach it properly in the first place. So once again learning how to motivate yourself from an early age will help as and when this dip occurs. If you never really had the skill in the first place there is nothing to fall back on, no foundations, no base and nowhere to place the building blocks to grow.

#### **NEW SLIDE**

Motivation is without question a key skill for any coach but this skill must be under-written with training to help people motivate themselves. It is not always possible for the coach to be with the 'player' all the time, they must be able to identify the 'problems' and solve them themselves. The input of the coach, the motivation techniques, the inspirational half time talk or the 'kick up the backside' are tools that a coach will need to use on some occasions but these methods are only temporary solutions, quick fixes, the long term motivation has to come from within and it is our job as the coach to be able to work with people to be able to help them understand the problems, look for and find a solution and then to rejuvenate and go again in pursuit of personal excellence and achievement.