

To: **All Coaches**

Date:

From:

RE: **What We Expect of You**

As coaches, you determine the kind of experience our athletes have with sports. We are committed to the principles of Positive Coaching Alliance (PCA) to ensure our athletes have a positive sports experience. We expect you to be a Positive Coach who develops athletes as competitors, while also helping them develop life skills. Below is PCA's Positive Coach Job Description. Coaches should:

**Build trusting relationships with and amongst my team by:**

- Leading interactions with empathy by listening to understand the perspectives of athletes and meeting them where they are at.
- Giving athletes voice and choice to help create a collaborative team environment that shows them that their opinions are valued.
- Reflecting on the interactions I've had with my athletes to note specific details about the individuals and learn where to improve.
- Offering opportunities within practice for them to get to know each other and connect.

**Help athletes pursue mastery of their sport, not just scoreboard wins by:**

- Rewarding effort and not just good outcomes and providing specific, effort-based feedback.
- Emphasizing learning and development using 'feed forward'.
- Re-framing mistakes as opportunities to grow.

**Promote positive encouragement by:**

- Using encouragement and positive reinforcement as your primary method of motivating.
- Displaying positive body language and tone of voice when talking with your team
- Striving for a 'magic ratio' of 5 positive comments to one criticism.

**Treat all aspects of the game with dignity by:**

- Encouraging athletes to behave respectfully and with dignity towards the Rules of competition, Opponents, Officials, their Teammates, and one's Self.
- Using my own self-control routine to model positive reactions to challenging situations
- Holding a parent/caregiver and athlete meeting to set expectations at the beginning of the season.

Your adopting these philosophies and actions will contribute to a positive youth sport experience for all the athletes our organization serves. **Thank you for all your time and effort!**

