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KENTUCKY
YOUTH SOCCER

BUILDING EFFECTIVE TEAMS: A FRAMEWORK FOR COACHES

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WHAT DOES AN EFFECTIVE TEAM LOOK LIKE TO YOU?

WHAT DOES "TEAM DEVELOPMENT" MEAN TO YOU?

WHAT ARE THE COMPONENTS OF EFFECTIVE TEAM DEVELOPMENT?

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TEAM COHESION: OUR ULTIMATE GOAL!

- "A DYNAMIC PROCESS WHICH IS REFLECTED IN THE TENDENCY FOR GROUPS TO STICK TOGETHER AND REMAIN UNITED IN THE PURSUIT OF ITS INSTRUMENTAL OBJECTIVES AND/OR THE SATISFACTION OF MEMBER AFFECTIVE NEEDS"
- TASK COHESION**
 - THE DEGREE TO WHICH MEMBERS OF A GROUP WORK TOGETHER TO ACHIEVE COMMON GOALS
- SOCIAL COHESION** ★
 - THE DEGREE TO WHICH MEMBERS OF A GROUP LIKE EACH OTHER AND ENJOY ONE ANOTHER'S COMPANY

Which is more important? (Task or social?)

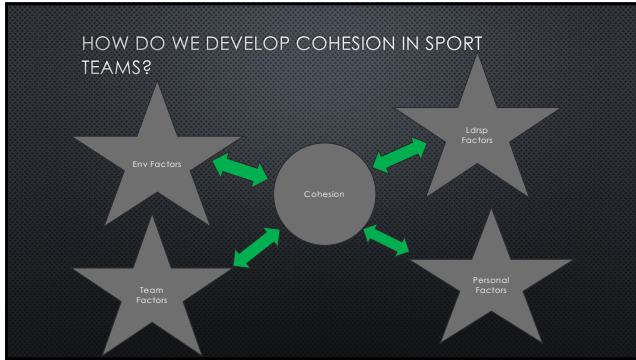
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CONSEQUENCES OF TEAM COHESION



Individual	Group
<ul style="list-style-type: none"> --SELF-ESTEEM --SECURITY --LOYALTY --TRUST --ABILITY TO WITHSTAND PRESSURE 	<ul style="list-style-type: none"> --GROUP PARTICIPATION --EFFORT --COMMUNICATION AND COORDINATION --PERSISTENCE --SACRIFICES TO REMAIN ON THE TEAM --ROLE CLARITY AND ACCEPTANCE

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ROLES

- REQUIREMENTS OR EXPECTATIONS FOR A PERSON WHO OCCUPIES A CERTAIN POSITION IN A GROUP
- FORMAL VS. INFORMAL
- THREE ASPECTS OF ROLES
 - CLARITY
 - ACCEPTANCE
 - CONFLICT

NORMS

- A LEVEL OF PERFORMANCE, PATTERN OF BEHAVIOR, OR BELIEF
- ROOKIES
- HOW CAN WE WORK TO CREATE NORMS?

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TEAM MEMBER ATTRIBUTES

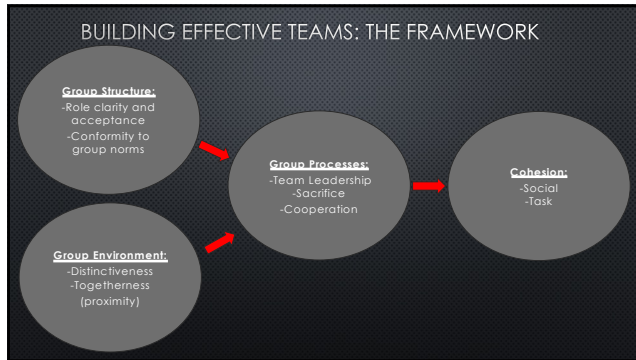
- INDIVIDUAL ABILITY
- PSYCHOSOCIAL ATTRIBUTES

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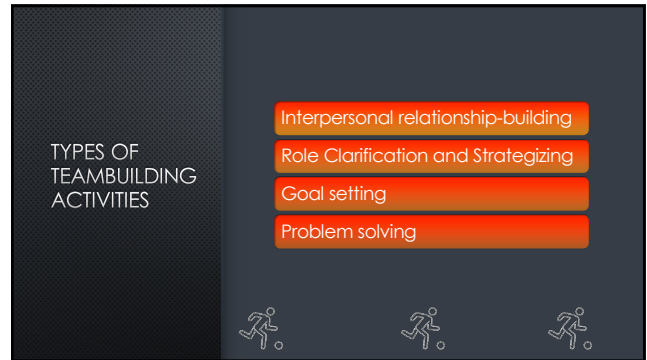
SOCIAL LOAFING

- WHEN INDIVIDUALS IN A GROUP GIVE LESS THAN 100% EFFORT DUE TO LOSS OF MOTIVATION
- WHY DOES SOCIAL LOAFING OCCUR?
 - LACK OF INDEPENDENT EVALUATION
 - TASK NOT PERCEIVED AS MEANINGFUL
 - PERCEPTION OF HAVING HIGH ABILITY TEAMMATES
 - TEAMING WITH STRANGERS
- IMPLICATIONS FOR COACHES?

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INTERPERSONAL RELATIONSHIP-BUILDING

- NEVER HAVE I EVER
- MY TEAMMATES HAVE MY BACK
- YARN WEB AFFIRMATIONS
- SQUAD SEARCH
- TWO TRUTHS AND A LIE
- BURNING QUESTIONS

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ROLE CLARIFICATION AND STRATEGIZING

- TRUE COLORS TEST
- BIG AND LITTLE
- BLIND DRAWING

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GOAL SETTING

- TEAM IDEOLOGIES
- VISION BOARDS
- ONE WORD



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PROBLEM SOLVING

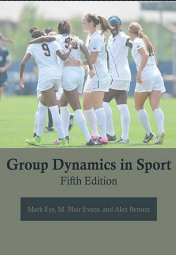
- FLIP THE TARP
- HUMAN KNOT
- HUMAN SPRING
- BLIND MAZE (PERSONAL FAVORITE!)



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REFERENCES AND RESOURCES

- POSITIVE COACHING ALLIANCE
 - WWW.POSITIVECOACH.ORG
- ASSOCIATION FOR APPLIED SPORT PSYCHOLOGY
 - WWW.APPLIEDSPORTPSYCH.ORG
- JEFF JANSEN'S WORK
 - [HTTPS://WWW.JANSENSPORTSLEADERSHIP.COM/](https://WWW.JANSENSPORTSLEADERSHIP.COM/)
- UNITED STATES CENTER FOR COACHING EXCELLENCE
 - [HTTPS://USCOACHEXCELLENCE.ORG/](https://USCOACHEXCELLENCE.ORG/)

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