



Inspired Coaching Evaluation™

Sample Report

January 2017

Introduction

We welcome you to a distinctive and impact filled experience. This report and the discussion of your findings with a certified Lions Lead Leadership Advisor will provide you with powerful insights. Our processes will illuminate how you think, react and make choices so that you can be more intentional and purposeful. We accomplish this, in part, with how we approach the evaluation process. We call it **CAB**.



Competencies are a specific group of interacting attributes and skills required to be proficient.

For example, if one is considered competent, they are accomplished in several specific skills.

Attributes are concisely stated concepts or qualities measured by behaviors that describe a person.

For example, if someone possesses high *Self-Awareness*, they likely know, discern and lead themselves well.

Behaviors are specific, measurable actions and reactions of how we conduct ourselves.

For example, a behavior of the attribute, *Managing Emotions* is **Recognizing Emotions**.

All Lions Lead products are comprised of specific, applicable competencies, represented by multiple attributes from uniquely focused instruments (e.g. Leadership Traits, Emotional Intelligence, and Critical Thinking) and measured by respective, associated behaviors.

To provide you with robust, revealing insights, we apply our 5T process to foster the internalization of your findings.

- **We Translate** content focused competencies into recognizable attributes measured by a series of behaviors. Personality and 360 feedback instruments are helpful, but often miss the mark of critical behaviors that shape performance.
- Our clients report that the discussion of their findings pinpoints insights that are like **Truth Telling** heat seeking missiles. The value of the findings debrief is its ability to generate powerful, life-changing conversations initiated and stimulated by the client.
- Because of the **Truth-Telling**, clients **Testify** that the findings are accurate, equip them to know what to do to improve and are motivated to change.
- Clients also reveal that not only are the findings accurate, but they supply such **Timely** insights that years of observation and training do not provide. Knowing if people fit, can work together and possess the capabilities and capacity for the future in such a short time frame is timeless.
- The end outcome for anyone who desires to grow is **Transformation**. We have a proven approach that motivates and equips participants to advance their influence, effectiveness, and performance beyond their current thinking.

We are grateful for the opportunity to serve you on your adventure toward excellence.

Journey with grace, humility, courage, and wisdom,

Inspired Coaches Evaluation Team

Optimum Inspired Coaches Evaluation

Performance Indicators

The Quadrants and respective attributes below provide current coaches and position coaches and those who desire to inspire athletes insights and behaviors critical for optimum coaching influence. The findings in the tables following this section reveal a coach's personal results with respective value statements. Comparing the optimum descriptions below with personal results captured in the tables equip respondents with powerful insights for strengthening their coaching effectiveness.

Knows and Leads Self – Measures the competence and skills required for athletic coaches to truly know and lead themselves as a foundation for being effective in building relationships and leading others. High performing coaches diligently sharpen their emotional intelligence to know and integrate their values and beliefs as a compass to help them monitor and manage their emotions. They practice integrity, are persistent and are continuously open to learning new ways to be effective. The following attributes individually and collectively frame effective patterns that set extraordinary athletic coaches apart from the rest.

- **Self-Awareness** is central in discerning personal values, goals and beliefs. It forms a personal compass to interpret how well one is affecting others as they mentor others. Extraordinary athletic coaches begin to master this attribute because they understand it is central to effective interaction of all other attributes.
- **Managing Emotions** measures the accuracy, frequency and speed with which exceptional athletic coaches evaluate their reactions, attitudes and moods. Highly effective coaches know that a slip in knowing and measuring their emotions can impact their effectiveness and more importantly their reputations. Maintaining vigilance in knowing and managing emotions contributes to the finesse of coaching and leading well.
- **Manages Stress** is the disciplined ability to manage daily stresses in an athletic coaches' personal and professional life and maintains a healthy work/life balance. Highly effective coaches think clearly and keep calm under stress and stay positive during setbacks and mistakes. They are prepared to say no to unreasonable demands regardless of the pressure. These coaches understand that managing stresses well increase their effectiveness and set an example for others to respect and follow.
- **Apprehension** is an authentic openness that comes from confidence in knowing one's values, admitting mistakes and exercising self-control in the face of tension and criticism. Athletic coaches who seek this quality and live it out win the trust of others and build a reputation with whom others want to follow.
- **Self-Directed** is essential to leading, serving and influencing others. Highly successful coaches imagine extraordinary performance and use their vision to influence current behaviors. They create a growth plan and experiment with new behaviors to reach ambitious goals. Additionally, they build trustworthy relationships with seasoned successful coaches and peers to learn from and hold themselves accountable to their goals.

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Performance Indicators

Inspires Athletes — Enjoying extraordinary athletic coaching effectiveness is achieved by diligent attention to a handful of attributes and behaviors critical to coaching with distinction. Extraordinary coaches possess leadership presence, cue into the emotions of their athletes and know and use their skills to empower the development of their athletes for on and off the field effectiveness. They press through discouragements and criticism, make accurate and quick decisions and above all possess and display humility. Awareness and practice of these attributes will advance your skill and performance. Be open to feedback and use your findings in this quadrant to push you to new levels of effectiveness.

- **Leadership Presence** is the desired essence inside athletic coaches that inspire athletes to believe in and follow them. Highly successful coaches possess a sense of authority and direction others recognize as leadership. They enjoy leading and want the challenges and risks of leading others. For them, leading by example is a given and will not expect more from followers than what they will give and do.
- **Attentiveness** is a subtle set of skills proficient athletic coaches apply to tune into the unspoken emotions and concerns of other coaches and athletes they serve. They are skilled in discerning the content and consistency of what athletes are thinking, saying and feeling. Additionally, they value the differences in people and provide solutions that help staff and athletes solve problems and overcome their challenges. They place the needs of others above their own.
- **Empowers Others** is a coaching commitment to enable and entrust other coaches and athletes with tasks and projects to achieve exceptional results and increase the bench strength of their team. Extraordinary athletic coaches give their teams the authority and resources to solve problems and seek opportunities to mentor and encourage them. They keep their eye on objectives, systems and results rather than micro-manage processes. Athletes and other coaches across their sport want to be on their teams.
- **Motivates Performance** is the magical capability athletic coaches use to inspire their athletes to accomplish extraordinary achievements. They influence athletes without relying on yelling, authority or power. Exceptional coaches share their vision and objectives, but encourage and build trust in athletes so that they choose to believe and own the responsibility for their performance. These coaches listen carefully to their athletes and spur them on to lead themselves so that they increase their impact on and off the field.
- **Develops Athletes**
- **Passion** is a driving need to achieve athletic coaching greatness. Highly successful coaches imagine and see themselves accomplishing historic coaching achievements. They create a bold personal vision and believe it is real and achievable. The internal motivation of extraordinary coaches tirelessly pursues their goals in spite of setbacks and failures. Coaches with average or even strong passion seldom push themselves to achieve the performance of which they are capable.

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Performance Indicators

Builds Teams – Extraordinary athletic coaches understand that before they can perform their duties effectively, they must first know themselves and lead themselves. Finding ways to perform as teams is an art. The athletic coaches' pallet for effectiveness is committing to be a team player, building trust and being loyal (combining the courage to speak their minds and provide unquestioned support for leaders and policies when destructive criticism occurs). Highly effective coaches build and sustain relationships and empower others to grow and lead. Review and use your findings to seek new ways of improving your coaching influence and standards.

- **Team Player** is a combination of behaviors coaches use to build and sustain high performing teams. Extraordinary athletic coaches can accomplish work independently, but enjoy the productivity of teams. They believe in the collaborative approach and are skilled in understanding differences in people and know how to work with difficult coaches and athletes to win trust and develop effective teams. They are exceptional in cultivating relationships and networks of people from across their peers, social organizations and the broader culture.
- **Builds Trust** is a composite of behaviors that distinguishes highly effective coaches. They understand trust is earned by living up to commitments, accepting responsibility for mistakes and giving honest, complete answers. They honor people of all cultures and do not undermine or slight others for their own gain. Considering ethical issues when making decisions and standing up for what is right are habits extraordinary athletic coaches practice to build and sustain trust.
- **Loyal** defines influential coaches by their courage to speak their mind. After voicing their concerns and disagreements, exceptional athletic coaches give unwavering support to peers and athletes on the team. Authentic coaches give direct answers to hard questions when others play it safe. Their support for those above them and peers does not fade when others criticize or oppose new direction.
- **Builds Relationships** is a critical component of highly effective athletic coaches in understanding and developing long-term partnerships with their teams and others with whom they have contact. They accept people as they are and find things to appreciate about all people. Exceptional coaches move, greet and converse with people at ease at any occasion or situation. They sustain loyal relationships by confronting and solving issues and problems.
- **Transparent** is an authentic openness that comes from confidence in knowing one's values, admitting mistakes and exercising self-control in the face of tension and criticism. Athletic coaches who seek this quality and live it out win the trust of others and build a reputation with whom others want to follow. They react responsibly by exercising self-control in the face of tension, criticism and stress.

Optimum Inspired Coaches Evaluation

Performance Indicators

Composure — A much-overlooked factor in coaching effectiveness is the combination of attributes critical in the thinking processes employed by athletic coaches. Exceptional coaches develop a compelling combination of intelligent reasoning and analytical thinking. They are intentional in thinking how they think and continuously sharpen their skills. They are also mindful that accepting and forgiving others along with remaining composed during tense situations are traits people respect. Consider ways to strengthen your skills in this quadrant.

- **Reasoning** is a combination of intelligent reasoning and the ability to grasp ideas quickly. Highly effective athletic coaches are talented in multiple ways, but the skills of reasoning well and the ability to understand nuances as they occur produce uncanny insights that are instrumental to their success. They are quick to discern and initiate leadership opportunities that most other coaches miss.
- **Analytical Thinking** is an infrequently practiced attribute that successful coaches use to process their teams' disposition and coaching environment. All coaches face confusing, uncertain and challenging environments, but highly effective athletic coaches logically and systematically think their way through to a solution. As a result, they win influence and earn the trust and respect of others throughout the team and organization.
- **Vigilance** is a mindset embraced by extraordinary athletic coaches to trust and accept others easily. They contemplate and practice respecting people without conditions and forgive others quickly. Holding grudges and blaming others for their mistakes are behaviors and attitudes that are quickly dispelled by effective coaches. As a result, these coaches win respect and trust and other coaches and athletes value them.
- **Resilient** is the display of inner strength that exceptional coaches manifest in being mentally tough and in managing self-control in pressure, stress and difficult situations. They build and sustain internal reserves that equip them to remain calm in demanding circumstances and to absorb rejection and criticism. Other coaches and athletes enjoy working with them and trust them because they are reliable and stable.
- **Tension** reveals the highly effective coach's tendency for being relaxed, composed and diligent in restraining quick, rash reactions. Coaching is filled with promising, turbulent and uncertain twists and turns. Keeping composed and focused is often the difference between succeeding or losing influence. Exceptional athletic coaches think through emotions before constructively expressing any irritation or frustration. They know they don't win every challenge, but are mindful not to burn future opportunities.

Composure

Reasoning Average reasoning skills, can wrestle with understanding some new concepts



Analytical Thinking Checks the logic of their thinking, carefully evaluates actions before reacting



Vigilance May selectively trusts others, frequently tolerant, admits mistakes



Resilient Copes well with most stresses, frequently takes personal mistakes and criticism in stride



Tension Can express and react irritably and emotionally to stressful situations



Candidness

Candidness Seems to possess an accurate understanding of self



Faith Factor

Faith Factor Expresses faith in God, yet may experience some doubts



My Top Strengths

Self-Directed

Inspired Coaches with similar scores tend to:

- Imagine future mentoring goals and success
- Set performance and personal development goals
- Experiment and practice new leadership behaviors to achieve desired goals
- Build trusted relationships with other effective mentors for accountability and feedback
- Expect to achieve their desired future

Recommended Development in Self-Directed Behaviors:

Possesses Personal Vision: One of the most crucial mindsets for athletic coaches is to imagine their future impact as a coach. They contemplate who they could be and think about how to achieve their vision. Your score indicates imagining future coaching and leadership success is regular for you. Increase your effectiveness by thinking about and connecting your desired future to current goals and behaviors.

Creates Growth Plan: Setting performance and personal development goals to achieve greater coaching and leadership effectiveness seem important to you. Examine your growth plan to ensure it is large enough to anticipate and realize your personal vision of coaching and leadership influence.

My Top Strengths

Attentiveness

Inspired Coaches with similar scores tend to:

- Able to sense and grasp the felt and unspoken emotions of others
- Be skilled in discerning the content and consistency of what others are thinking, saying and feeling
- Appreciate and value the diversity of everyone's abilities and backgrounds
- Choose to place the needs of others above their own
- Genuinely understand people by giving them time, patience and interest

Recommended Development in Attentiveness Behaviors:

Acknowledges Others: Making deliberate choices to place the needs of others above their own is a praiseworthy trait of superior athletic coaches. Evaluate your real level of commitment to serve leaders above you, other coaches and athletes like this and note changes you believe will help you practice this level of service.

Focused Listening Skills: Highly effective athletic coaches are adept at discerning the content and intent between what people are thinking, saying and feeling. This finesse is indispensable in sorting out the real needs of athletes they coach and lead. Assess your techniques in deciphering these messages and commit to grow in these skills.

My Top Strengths

Resilient

Inspired Coaches with similar scores tend to:

- Accept personal mistakes in stride
- Rely on their internal reserves to deal positively with stressful situations
- Remain calm and positive in high stress situation
- Stand firm and act courageously in the midst of attacks or criticism
- Use humor to deflect negative effects and turn down pressure

Recommended Development in Resilient Behaviors:

Absorbs Criticism: High performing athletic coaches accept personal mistakes and take destructive criticism without reacting negatively or presume a personal attack. Evaluate your skills in keeping your composure when you face criticism from other coaches, leaders above you and athletes. Use these behaviors to increase your resilience.

Copes with Stress: Building and relying on internal emotional reserves is foundational for exceptional athletic coaches to regulate and deflect the negative effects of stressful situations. Assess your skills in this area and examine the strength of your emotional core. Be mindful of your core and use daily situations to strengthen it.

My Top Challenges

Passion

Inspired Coaches with similar scores tend to:

- Let people and circumstances prevent them from accomplishing their coaching goals
- Relax their competitive drive when challenges or setbacks occur
- Set attainable goals rather than stretch for big coaching goals
- Lose mental focus and energy when they are criticized
- Question their ability to accomplish great coaching achievements

Recommended Development in Passion Behaviors:

Captivating Vision: Extraordinary athletic coaches create, see and believe a personal vision for their coaching greatness. They imagine phenomenal coaching feats as being real and achievable. Your score suggests you share a similar level of confidence. Revisit and increase your coaching goals and renew your mental energy to achieve them.

Stamina: Highly effective athletic coaches possess and relentlessly expend physical and mental vitality, energy and persistence to accomplish their coaching vision. Examine your commitment to persistence when things do not go your way to determine your need to strengthen this area. The increase in your coaching performance will be noticeable.

My Top Challenges

Transparent

Inspired Coaches with similar scores tend to:

- Lack clarity and consistency in the practice of their beliefs and values
- Hesitate in acknowledging their faults and actions
- Be uncomfortable in challenging wrong doing or speaking up when others are disrespected
- Go along with what others say rather than give honest answers to tough, candid questions
- Overreact emotionally when faced with tension, criticism and stress

Recommended Development in Transparent Behaviors:

Admits Mistakes: Admitting mistakes and errors in judgment are difficult. Assess situations where you find it more difficult to see your faults and increase your mindfulness so you look at yourself first.

Vulnerable to Others: Developing sustainable relationships is demanding. Successful athletic coaches are not afraid to initiate or invite hard questions. Assess your practice and expand your openness in attracting tough questions.

My Top Challenges

Self-Awareness

Inspired Coaches with similar scores tend to:

- Be uncertain or doubt their personal abilities and competencies
- Lack clarity on what affects their performance
- Neglect their values and goals in making decisions
- Misunderstand their effect on others
- Struggle with self-criticism and negative attitudes

Recommended Development in Self-Awareness Behaviors:

Aware of Abilities: Your score suggests you are not generally able to discern and infrequently use your personal abilities and competencies as an athletic coach. Dig deeper in understanding what competencies and skills in coaching and leading make you successful. Look for ways to increase your effectiveness.

Self-Reflective: Highly effective athletic coaches dedicate time to quietly reflect on important issues and actions that help them to be effective. Set aside time to reflect on your progress and apply your insights to strengthen your success.

Workout Plan

1. What kind of athletic coach and person am I striving to be?

2. After reviewing my findings, what changes would I like to see one year from now in how I coach, if I dedicate myself to these efforts?

3. What is the top improvement I want to accomplish this year to increase my coaching and leadership influence?

4. What are the things that could prevent me from reaching the results I want?

5. On a scale of 1 – 10 (1 = I am curious about this process; 10 = I will not let anything stop me from achieving these goals), what is my intention commitment level?



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