

## Masterclass objectives

**On completion of the Who you coach masterclass, you will:**

## identify your participants’ different motivations, goals and needs

## understand how important it is to create an engaging environment

## know how to create environments that align with your participants’ needs, goals and motivations.

## Reflective workbook purpose

This workbook provides an opportunity to extend the information from within the Who you coach masterclass. The questions and activities in this workbook are designed to:

* provide an opportunity to apply the knowledge within the masterclass to your own coaching context
* provide direction on how to get to know and engage with your participants.

## How to use this workbook

To get the most from this masterclass and develop your ability to engage with your participants, we recommend the following:

* Complete the course on a computer or device with a larger display.
* Download the course workbook from the resources section.
* Display the course and the reflective workbook document in side-by-side browser windows as you complete your learning.

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Description automatically generatedIn the online content you will notice a workbook activity icon (see left). This indicates a question or activity linked to this section of the workbook. Locate the corresponding question or activity in the workbook and complete before progressing. Once you complete the questions or activities, head back to the online content to progress through the masterclass.

At the end of the workbook, you can reflect on what you have learned workbook to help in getting to know your participants. Additional templates for reflections are also provided (see Resources tile).

## What you know

**What does a motivated participant look like?**

No 2 participants are the same, so it's unlikely that every participant you coach is going to be motivated by the same thing. One might be there to improve a specific part of their performance, another to get out of the house and be social once a week, others to win the competition at the end of the season.

**Think about an individual or team that you currently coach or have in the past. What are the characteristics of these participants that showcase their motivation?**

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### Getting to know your participants

Each participant you engage with will have different needs, motivations and goals they want to achieve. Creating a generic session plan that doesn’t account for individual needs, motivations and goals will limit the chances of every participant engaging with the session. A coach doesn’t just need to know what motivates an individual or what they need, the coach also needs to do figure out the best way to find this information out.

**Before moving onto the next section, see if you can come up with a plan of how you will understand your participants a little more, so you can begin creating sessions that meets their needs. Use the examples from the videos in the masterclass, as well as any previous experiences you’ve had at getting to know your participants.**

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## What you do

### Creating a motivating and engaging session

We know that every participant has a different reason for playing sport and different needs and requirements. The challenge for a coach is creating a session that satisfies this variety. This can be difficult for any coach, so it helps to consider three ways to make developing a motivating and engaging session a little easier:

* Make sure all participants have a chance to choose and direct their development.
* Remember that all participants start with different ability levels and progress through their learning at different speeds.
* Everyone wants to feel connected and valued.

**Take some time to think about what you can do in the lead up to and during your next session. Refer to you plan from the earlier section to come up with ways that you can create a motivating and engaging session based on your participants needs, motivations and goals.**

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## What others think

As you’ve already learned, one of the most effective ways of getting to know your participants is to ask them questions about who they are, what motivates them and what they want to achieve. These questions help you understand who your participants are, what motivates them and what they want to achieve.

**Create a list of questions you could ask your participants to find more about who they are, what motivates them and what they want to achieve.**

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## What you think

Up to this point you have:

* figured out what it means and takes to know who your participants are
* gained an awareness of different ways you can create a motivating and engaging session
* identified questions you can use to know more about your participants.

The next step is to use the knowledge you have gained about your participants and creating a session that your participants will enjoy and engage with as well as benefit from and develop a range of skills. Remember there are three ways to create a session which meets the needs and motivations of your participants and ensures they have a positive and engaging experience.

Use the plans and questions from previous sections of the masterclass to complete the next section and begin exploring ways to make your sessions motivating and engaging.

### How will you allow your participants to choose and direct their own development?

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### How will you make sure that each participant’s different goals, needs, motivations and abilities are catered for?

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### How will you make your participants feel valued and build a connection with you and the other participants?

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## Moving forward

### What have you learned?

Before you complete the Who you coach masterclass, take some time to reflect on what you have learned and how you will use it.

* Are the differences in motivation among your participants? How can you account for these?
* Is there anything you don’t know about your participants that would help you know them better?
* How are you going to adapt future sessions, if your participants aren’t engaging with you or the activities?

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# By getting to know your participants, you will be able to positively influence every other aspect of your coaching and create an experience they will enjoy and want to keep coming back to. Just by taking some time to listen and observe what is going on can have a huge impact on everything you do as a coach.

# Additional resources

The Australian Sports Commission Community Coach Development – <https://www.ausport.gov.au/coaching/community/support-for-sports/coach-development>