

Little Things  
that make a  
**Big Difference**



Dr. Hal Wilson  
Georgia Southern University  
CoachingBasketballWisely.com



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**Bias towards Action**



*“Marines can't be wet socks”*

(quoted in Duhigg, 2016, p. 2)



General Charles C. Knolak,  
31st Commandant of the Marine Corps

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### 3 Levels of Learning



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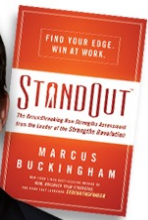
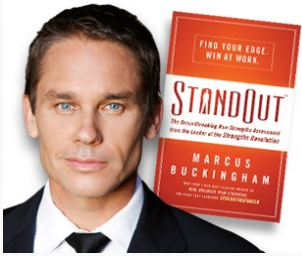
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### The 6 "Knows"

- 1) Yourself (Aschot, Geok, n.d.; Shikopore, n.d., & Dengy, 201)
- 2) The athlete (Wishog, 201)
- 3) The task (Wishog, 201)
- 4) The environment (Wishog, 201)
- 5) Your opponent (Zai, trans. n.d.)
- 6) Your why

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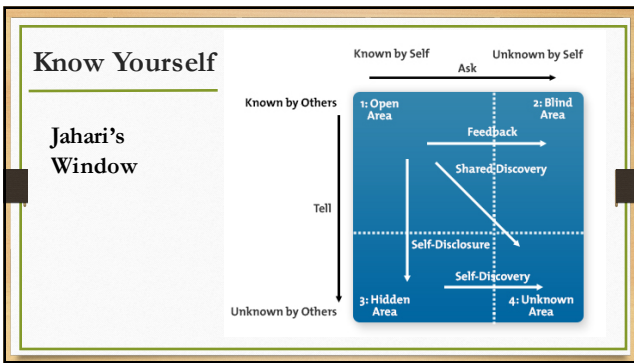
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The Tragical History of  
**HAMLET**  
Prince of Denmark

Written by  
**WILLIAM SHAKESPEARE**  
New Place Edition  
(corrected by modern scholarship)

**Know Yourself**

*"This above all:  
to thine own self be true..."*

-Hamlet, Act I, Scene 3

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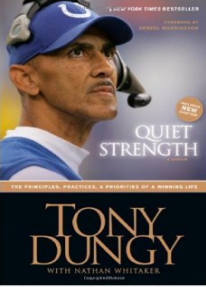
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**Know Yourself (& Your Team)**



TONY DUNGY  
WITH NATHAN WHITTAKER

“Whatever it takes.  
No excuses, no explanations.  
*Do what we do*”  
-(Dungy, 2007, p. 126)

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**Know the Athlete**

Holistic, Athlete-Centered Coach



Conquest Coach



(Wilson & Badette, in press)

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**Know the Athlete**



Coach Shawn Smith

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### Know the Athlete

Matt McMahon-  
Murray State Univ.  
Head Men's Basketball Coach



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### Know the Athlete

*Dar Coach*

Do you know me as well as your plays?  
Do you know about my life and if I had a good day?  
Am I feeling great or in a foul mood?  
Is something wrong at home? Have I had any food?  
A break up, a test makeup,  
a lineup shake up?

Is my role feeling tight like old clothes that don't fit?  
Am I having fun? Did I threaten to quit?  
Do I feel connected? Do I have a say- in the way  
that we practice or the way that we play?  
Are my beliefs respected? Am I allowed to be me?  
Do you abuse your power or show love to me?

You see everyone has bad days and good.  
But mine would be better, if you only would  
make time to see me as a person who plays-  
not as a player you control like on NBA 2K

You are my coach and you bring out my best.  
Not by letting me slide or accepting less.  
I know that you care because you show me each day.  
At practices, workouts, and games home and away.  
One day I may coach on a court just like you  
and I just might treat players like you taught me to do.

Hal Wilson

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### Know the Task



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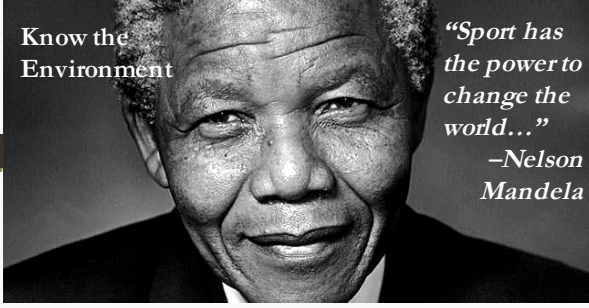
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Know the Environment



*“Sport has the power to change the world...”*  
 –Nelson Mandela

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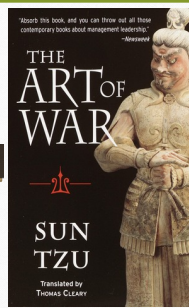
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Know Your Opponent



*“If you know the enemy and know yourself, you need not fear the result of a hundred battles...”*  
 –(Tm, trans. n.d.)

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Know Your Why. Share Your Why.



- Intrinsic motivation for coaches
  - “personal enjoyment and achievement,
  - interest in the job, and
  - feelings of challenge” (Gardner, 2007, p. 104)

Higher intrinsic motivation =  
 better athlete relationship  
 & better experience

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**THE WALL STREET JOURNAL**  
The Wall Street Journal is a leading source of news, analysis, and information for investors and business leaders. It is also available in print and digital formats for subscribers and is available on the mobile app.

**LIFE | TURNING POINTS**  
**Inspiring Messages From a Coach**  
 Why longtime coach Jerry Wainwright sends hundreds of notes every week to former players, colleagues




From: State associate head basketball coach Jerry Wainwright. PHOTO: MAX WITTENBERG FOR THE WALL STREET JOURNAL.

By  
**CLARE ANSBERRY**  
 Oct. 14, 2015 3:24 p.m. ET

Good coaches inspire their players, but Jerry Wainwright takes it a step further. Mr. Wainwright, a longtime Division I college basketball coach, sends about 300 to 500 handwritten notes each week to former players, as well as many coaches

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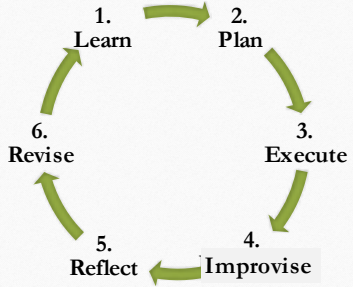
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**Cycle of Continuous Coaching Improvement**

Adapted from several sources, including government science & education

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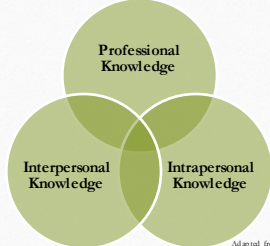
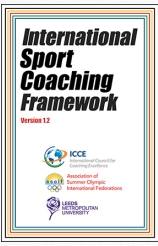
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**3 Areas of Coaching Knowledge**

Adapted from Clait & Gillen (2010)

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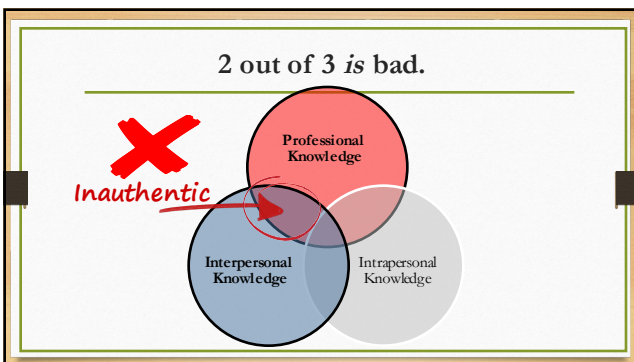
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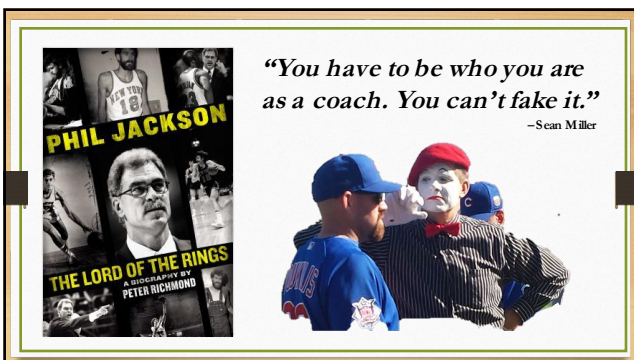
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*"You have to be who you are as a coach. You can't fake it."*  
- Sean Miller

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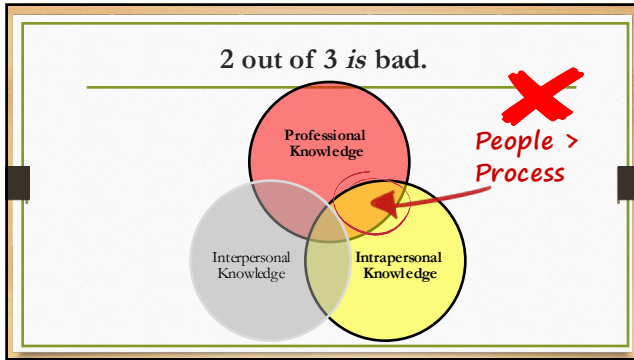
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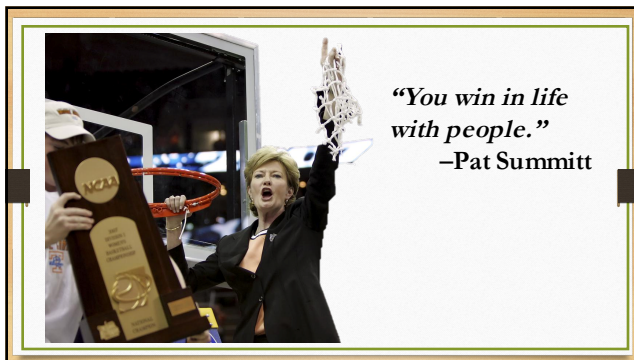
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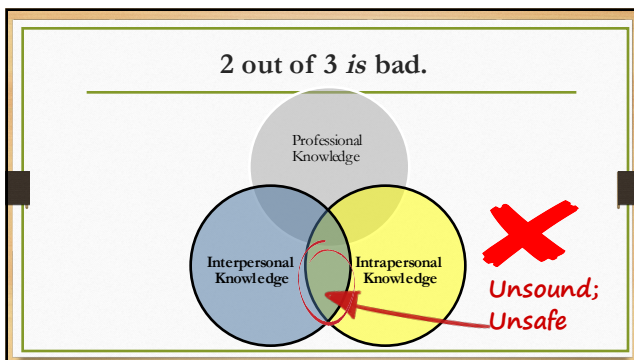
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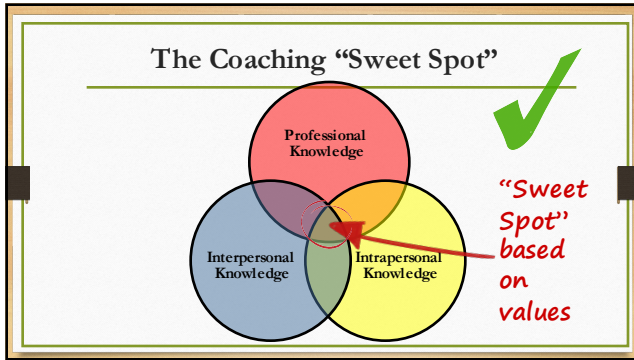
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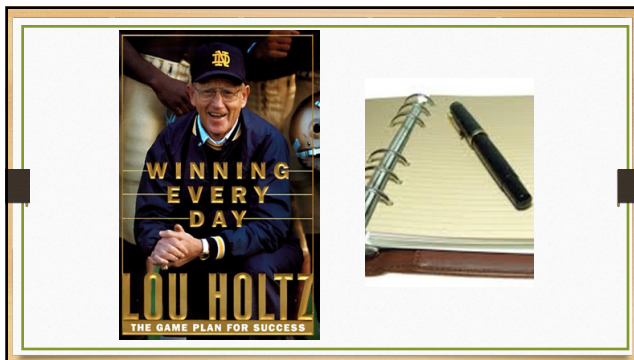
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### Want fewer parent problems?

- *Intentional*
- Based on *your* core values

Vision

Mission

Core Values

CoachingBasketballWisely.com/vision

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### Want fewer parent problems?



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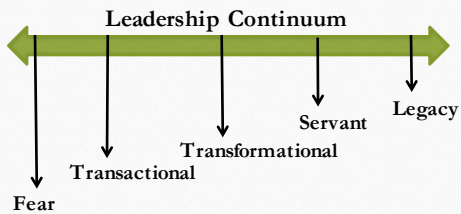
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### What is leadership?



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### How to become a Legacy Leader

Motives, Methods, and Measures

(Whittington, Pitts, Kogler, and Goodwin, 2015)

- Pure motive



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How to become a Legacy Leader

Motives, Methods, and Measures

- Pure motive
- Authentic & sincere




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How to become a Legacy Leader

Motives, Methods, and Measures

- Pure motive
- Authentic & sincere
- Follower-centered,  
not self centered




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How to become a Legacy Leader

Motives, Methods, and Measures

- Pure motive
- Authentic & sincere
- Follower-centered,  
not self centered
- Affectionate/emotional




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### How to become a Legacy Leader

Motives, Methods, and Measures

(Whittington, Pitts, Kagle, and Gooden, 2016)

- Worthy of imitation




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### How to become a Legacy Leader

Motives, Methods, and Measures

(Whittington, Pitts, Kagle, and Gooden, 2016)

- Worthy of imitation
- Influence without exerting authority




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### How to become a Legacy Leader

Motives, Methods, and Measures

(Whittington, Pitts, Kagle, and Gooden, 2016)

- Worthy of imitation
- Influence without exerting authority
- Vulnerable/transparent




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## How to become a Legacy Leader

Motives, Methods, and Measures

(Whittington, Pitts, Ragle, and Gaudin, 2016)

- Changed lives




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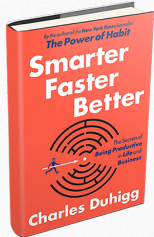
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## 3 Key Coaching Behaviors



Put *intentional* effort into filling your players' need for...

- Relatedness
- Competence
- Autonomy

From Self-Determination Theory (Dec & Ryan, 2010)

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## Relatedness

- The need to feel cared for, connected to, sense of belonging
- Ex. *My coach and teammates value me as a person and a player.*

From Self-Determination Theory (Dec & Ryan, 2010)

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### Relatedness

Kip Drown-  
Georgia Southern Univ.  
Head Women's Basketball Coach  
Almost 500 wins  
NAIA  
NCAA DII  
NCAA DI



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### Relatedness

Joni Taylor-  
Univ. of Georgia  
Head Women's Basketball Coach  
Entering 2<sup>nd</sup> season



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### Relatedness

Gene Durden-  
Buford High School  
Head Girls' Basketball Coach  
700+ wins  
4x State Champion  
5x State Runner-up



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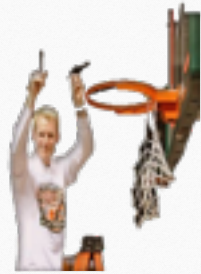
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**Relatedness**

Eric Konkol-  
Louisiana Tech Univ.  
Head Men's Basketball Coach  
Entering 2<sup>nd</sup> Year



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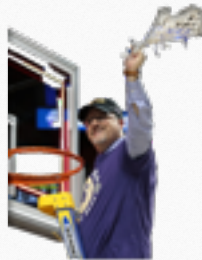
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**Relatedness**

Mike Neighbors-  
Univ of Washington  
Head Women's Basketball Coach  
2016 Final Four in 3<sup>rd</sup> year at UW



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**Relatedness**

Brian Hall-  
James Middle School  
Head Boys' Basketball Coach



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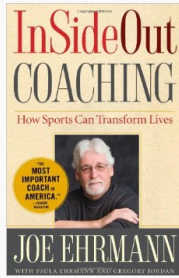
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### Relatedness

Joe Ehrmann  
Former NFL Player  
HS Football Coach  
Coach for America



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### Competence

- The need to believe that I am effective
- Ex. *I am a good three point shooter.*

From Self-Determination Theory (Dec & Ryan, 2001)

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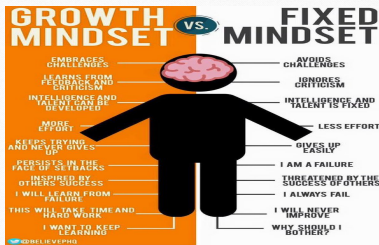
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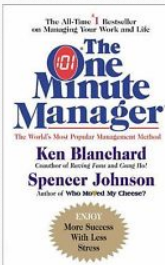
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### Competence



Based on (Dweck, 2006)



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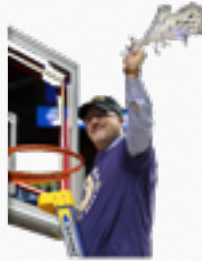
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### Competence

Mike Neighbors-  
Univ. of Washington  
Head Women's Basketball Coach  
2016 Final Four in 3<sup>rd</sup> year at UW



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### Competence

Ron Slay- SEC POY, Pro  
Brett Blizzard- 5x NCAA, Jersey Retired, Pro  
Isiah Victor- All-SEC, Pro  
Martin Ides- NCAA, Pro Player, Pro Coach



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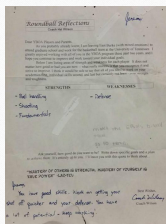
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### Competence



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### Autonomy

- The need to perceive that my actions align with my values and that I have the freedom to make choices.
- Ex. *I chose workout B because I need to work on my post faceup moves.*

From Self-Determination Theory (Dec & Ryan, 2001)

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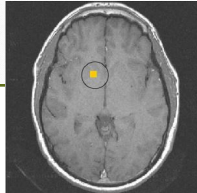
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### Autonomy



An fMRI study of reward-related probability learning

M.R. Delgado,<sup>a,\*</sup> M.M. Miller,<sup>a</sup> S. Inati,<sup>a,b</sup> and E.A. Phelps<sup>a,b</sup>

<sup>a</sup>Department of Psychology, New York University, New York, NY 10003, USA  
<sup>b</sup>Center for Neural Science, New York University, New York, NY 10003, USA  
Received 17 June 2004; revised 27 August 2004; accepted 1 October 2004  
Available online 18 November 2004

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### Autonomy



*"I'm thankful for my time in the military, but I spent my entire time thinking there's got to be a better way"* (as cited in Harsity, 2012, p. 12)



Frosty W. Harding  
CFB HOF

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### Autonomy



*"Marines can't be wet socks"*

(as cited in Duhigg 2016, p. 2)



General Charles C. Knaflak,  
31st Commandant of the Marine Corps

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### Autonomy

- 1) Seek & consider player input
- 2) Acknowledge player input, feelings, and ideas
- 3) Provide choices within rules
- 4) Provide opportunities for initiative taking
- 5) Information-rich feedback with task mastery orientation
- 6) Recognize examples of positive initiative

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### Real World Examples- Relatedness, Competency, and/or Autonomy?

- 1) Team Shooting Drill- Wake Shooting- Goal is 25 in 1 minute. Made 9.
- 2) Player Pregame Speech
- 3) Individual Shooting Drill- Green Light Shooting- 25 in 2 minutes
- 4) D.O.S.E.- Josiah
- 5) Player Failure- Coach Griffin: Bench max & postgame circle
- 6) Plants Positive Seeds of Future Success- State Championship shootaround

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*“Little things and little people matter because there are no little things and there are no little people. Everything and everyone matters.”*

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**Leadership Ideas**

- **Leadership Councils**
  - Class/ position group representation
- **Scaffolded Leadership**
  - 12<sup>th</sup> to 10<sup>th</sup>, 10<sup>th</sup> to 8<sup>th</sup>
  - 11<sup>th</sup> to 9<sup>th</sup>, 9<sup>th</sup> to 7<sup>th</sup>
- **Leadership Development**
  - Jeff Janssen's Materials
    - <http://www.wisconsinleadership.com/>

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**Other Tips**

- **Coach all your kids**
  - Me, Haislip, & Pat Sammitt
- **Connect every day**
  - Warmups, Form Shooting, Ron Rivera
- **Celebrate together**
  - Jimmy V nes
  - Doc Wayne Circle Ups
- **Use sandwiches**
  - Right/ wrong/ right (Wooden)
  - Praise/ correction /praise
- **Season awards**
  - Academic, Shawn Smith Award, (Misco) Award
- **Game awards**
  - Hulk Hands, Hand hat, WWE belt, Stuffed animals, sticker boards, social media
- **Team culture reinforcement**
  - Locker room, website, social media, team handbook, parents meeting, practice plans

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**Thank you for what you do!**

- Hal Wilson, Ph. D
- coachhalwilson@gmail.com
- @CoachHalWilson
- CoachingBasketballWisely.com

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