

SCOUTING REPORT

What's stopping you from _____?

How do you beat that?

Situation: A well-respected leader was really struggling with his coach's approach. I asked:

“What's stopping you from being at your best?”

“My coach.”

“Why do you say that?”

“When he yells at me during the game, I feel like I have two choices: Listen and lose confidence or ignore him.”

“Anything else with that?”

“I want him to coach me the hardest. If I'm the best player, and my teammates see him go at me, it gives him the ability to coach them harder. But, he goes at me so much that I feel like I'm losing credibility with my teammates.”

“Anything else with that?”

“When he's losing his mind on the sideline with the refs, my teammates start to do the same thing. When they get emotional, it's hard for me to reach them.”

“How do you beat that?”

“My mentor tells me, ‘A great player can play for any coach, that's what makes them great.’ And I believe that to a certain extent but man, when you feel like you're losing credibility and your teammates are being put in an emotional state to where

you can't reach them, it makes you feel handcuffed.”

“So, how do you beat that?”

“I think I need to have a meeting with coach to share with him that I love that he coaches me hard. But, I do feel like I'm losing credibility. And then I can ask him, ‘How should I manage that?’ It's probably a good way to make him aware in a non-threatening way.”

“And for the team?”

“I know I'm not the only one that feels this way. I think we should have a team meeting. I would ask them, ‘What's the best way for us to handle this together?’ I think by involving them, they'll buy in more. Hopefully at that point, it will help me create some allies that can put fires out and it's not just me.”