

WHEN'S IT HARDEST

When's it hardest _____ ?

Why?

Situation: An athlete said, "I'm having a difficult time trusting my teammates. They don't put in the work like me and I know that we can't win without at least three people producing at a high-level each night." I asked:

"When's it hardest to trust your teammates?"

"In moments that really matter."

"Why?"

"I see them. They don't put in work like me."

"Has a teammate ever put in as much work as you?"

"No."

"Can we agree that there will always be a gap that exists between your investment and your teammates?"

"Yeah."

"How do you not resent that gap?"

"I've struggled with that. It's unhealthy for chemistry, but I'll be like, 'Why should I give them this opportunity when I don't see them putting in the work that I do.'"

"What do you think about that?"

"For me, I've come to realize that can only take it so far by

yourself. So I need to help them flourish in their roles.”

“How did you gain that understanding?”

“That comes with experience. I’ve experienced my teammates not giving much and I had success, but we weren’t that successful as a team. That makes you realize, ‘I know I need them.’ I have to trust that if I’m giving them opportunities and we lose, that’s going to help us down the line.”

“This situation is not unique to the best player. What is unique, is how the best player *views* the gap between what they invest and what their teammates invest. What’s the healthiest way for you to view it?”

“Drop comparison. If I can view it like partnering with them to close the gap versus resenting them for not giving more, I have a better chance at influencing their habits.”