



Character Development Plan

Pre Season

- Identify 2 to 5 *character attributes* (i.e. sportsmanship, respect, responsibility, attitude, effort, etc.) to emphasize throughout the season.
- Conduct a *preseason meeting* with the team community (coaches, players, and parents). Share your background, coaching philosophy, and team mission statement. Also, communicate your expectations (code of conduct) for players and parents. Discuss the character attributes that you will be emphasizing throughout the season. Encourage the parents and players to discuss these attributes at home and apply them in everyday life.
- Put everything in *writing* and consider having everyone in the team community sign it.

In Season

- *Character Development.* Use the character attributes to identify character development opportunities throughout the season. These can take place during team discussions before, during, and after practices and games. Discuss how specific character attributes benefit the player and the team. Be sure to stop practice from time to time and highlight when positive character attributes have been demonstrated. Try to relate on-the-field character attributes to real life experiences at home, in the classroom, and in the community.
- *Recognition/Reinforcement.* Recognize and reinforce positive character behavior throughout the season. Try to catch your players doing the right things as often as possible. The recognition should occur in front of the players and parents whenever possible. Relate their positive behavior to the team's success on the field as well as their development off the field.
- *Correction/Redirection.* When you identify behavior that does not meet the team's character standard, ask them if the behavior is consistent with the team's character expectations. Ask how the situation could have been handled differently, more in-line with the team's character expectations. The goal is a change in attitude that reflects the team's character standard.
- *Document* examples of character development, recognition, and redirection throughout the season.

Post Season

- Conduct a *postseason meeting* with the team community to review and discuss your team's character development.
- If you would like for CHAMP to recognize your team at your *postseason celebration*, submit your written Character Development Plan to CHAMP at least 2 weeks prior to your celebration. Your submission should include the name of your organization (i.e. FCBC), division, team name, age group, a copy of the roster, all the information that was shared with the team community at the preseason meeting, documentation of character development throughout the season, and feedback from the players and parents.

CHAMP Contact Info • PO Box 272176, Fort Collins, CO 80527-2176 • www.champfc.com
Coordinator - Korin LaPlante • Phone: 970-222-9280 • Email: champ.fortcollins@gmail.com
Coaches Council - Matt Phillips • Phone: 970-481-5273 • Email: champ.coaches@gmail.com



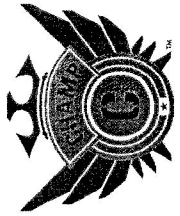
CHAMP TEAM RESOLUTION

Team Name _____ Sport/League _____

We are committed to being a team of character by emphasizing, requiring, and recognizing character traits like Dedication, Responsibility, Respect, and Teamwork during our season.

TITLE	PRINTED NAME	SIGNATURE	PHONE NUMBER & EMAIL ADDRESS
Head Coach			
Assistant Coach			
Team Manager			

	PRINTED PLAYER NAME	PLAYER SIGNATURE	PARENT OR GUARDIAN SIGNATURE (Optional)	PHONE & EMAIL ADDRESS
1				
2				
3				
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Character in Athletics
Make it a Priority

CHAMP STARS AWARD

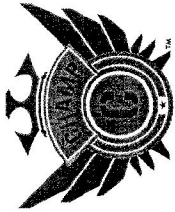
SAMPLE IMPLEMENTATION GRID

The purpose of the CHAMP Stars Award is to encourage youth athletic coaches to introduce character concepts to their teams with this easy to implement character development plan.

Your team can be recognized with the CHAMP 'Stars' Award by following the steps below:

1. At the beginning of the season, have your entire team read and sign the CHAMP Stars Award Team Resolution committing to be a team of character (See Attached Resolution)
2. Complete the entire chart below by introducing and recognizing the character qualities of Dedication, Responsibility, Respect and Teamwork during your season.
3. Submit you completed CHAMP Stars Team Resolution and Implementation Grid 2 weeks prior to your post-season celebration or tournament:
PO Box 272176, Fort Collins, CO. 80527-2176 or via email - CHAMP.fortcollins@gmail.com

	DEDICATION	RESPONSIBILITY	RESPECT	TEAMWORK
Date Introduced	DEDICATION is the act of devoting yourself to a course of action. Dedication is seen by Hustle, Enthusiasm, Attitude, Attendance, and Hard Work.	RESPONSIBILITY is the ability to complete a task well - whether it is by initiative or assignment. Responsibility is shown in listening, following instructions, and looking for ways to help.	RESPECT means treating another person with the utmost in kind consideration. Respect is seen by how we treat our opponents, officials, coaches, and teammates.	TEAMWORK is when a group of individuals determines to work as one. Teamwork happens when a teammate puts the team's goals above his/her own.
Example observed in PRACTICE	David was on-time to practice all season long	Bill took it upon himself to gather up the cones after practice	After a brief argument, two players apologized and shook hands	Michael pulled several of the newer players aside to show them how to stretch
Example observed at GAMES	Shane came and cheered for the team even though he was injured and couldn't play	Jill always looks for a way to help the coaches with the lineup	The team made a commitment to shake the umpires hands after every game	Kate come out of the game to let her teammate play even though her record was on the line
Example provided from HOME	Rachel told of how she took on her brother's chores for a week while he was sick	Ryan took the initiative to take out the trash for his mom all week	Instead of fighting, Noah let his brother have a turn on his Wii	Joe tells of how his whole family takes care of the older lady who lives next door
Example provided from SCHOOL	Even though her friend got the main part, Jennifer continued to work hard in the school play	Laura achieved straight 'A's this semester	Rather than joining his friends in teasing the freshman, Spencer offered to help the student	Tim's class raised almost \$300 for the Library project



Character in Athletics
Make it a Priority

CHAMP STARS AWARD IMPLEMENTATION GRID

The purpose of the CHAMP Stars Award is to encourage youth athletic coaches to introduce character concepts to their teams with this easy to implement character development plan.

TEAM NAME: _____ SPORT / LEAGUE: _____
 CONTACT NAME: _____ PHONE NUMBER: _____
 EMAIL ADDRESS: _____

	DEDICATION	RESPONSIBILITY	RESPECT	TEAMWORK
	DEDICATION is the act of devoting yourself to a course of action. Dedication is seen by Hustle, Enthusiasm, Attitude, Attendance, and Hard Work.	RESPONSIBILITY is the ability to complete a task well - whether it is by initiative or assignment. Responsibility is shown in listening, following instructions, and looking for ways to help.	RESPECT means treating another person with the utmost in kind consideration. Respect is seen by how we treat our opponents, officials, coaches, and teammates.	TEAMWORK is when a group of individuals determines to work as one. Teamwork happens when a teammate puts the team's goals above his/her own.
Date Introduced				
Example observed in PRACTICE				
Example observed at GAMES				
Example provided from HOME				
Example provided from SCHOOL				



BETTER ATHLETES
BETTER PEOPLE

Double-Goal Coach® Job Description

TO: All Coaches

DATE: _____

FROM: _____

RE: What We Expect of You

As coaches, you determine the kind of experience our athletes have with sports. We are committed to the principles of Positive Coaching Alliance (PCA). We expect you to be a Double-Goal Coach, who strives to win (one goal), while pursuing the more-important goal of teaching life lessons through sports. PCA's Double-Goal Coach Job Description includes:

Model and teach your players to Honor the Game.

- Teach ROOTS – respect for Rules, Opponents, Officials, Teammates, and one's Self.
- Hold a parent meeting and distribute PCA's Parent/Guardian Letter to help parents Honor the Game.
- Appoint a parent to be "Culture Keeper" for the team.
- Drill Honoring the Game in practice.
- Seize teachable moments to talk with players about Honoring the Game.

Help players pursue mastery of their sport, not just scoreboard wins.

- Teach players the ELM Tree of Mastery (Effort, Learning, and bouncing back from Mistakes).
- Use a "Team Mistake Ritual" (like "Flushing Mistakes") to help players quickly rebound from mistakes.
- Reward effort, not just good outcomes. Recognize players even for "unsuccessful" effort.
- Encourage players to set "Effort Goals" tied to how hard they try.

Fill your players' Emotional Tanks.

- Use encouragement and positive reinforcement as your primary method of motivating.
- Achieve the "Magic Ratio" of five positive reinforcements to each criticism or correction.
- Use the "Buddy System" to teach players to fill each others' Emotional Tanks.
- Learn to give "Kid-Friendly Criticism," such as criticizing in private, asking permission, using the Criticism Sandwich, and avoiding criticism in non-teachable moments.

Have conversations with your players at every practice and game.

- Review Honoring the Game, the ELM Tree and the Emotional Tank throughout the season.
- Ask questions and encourage players to speak and contribute during team meetings.
- Use PCA's *Talking Points* e-mail series to guide discussions with your players.

Your adopting these philosophies and actions will contribute to a positive, character-building youth sports experience for all the children our organization serves. Thank you for all your time and effort!

For more Resources, visit: www.PCADevZone.org
For more information on Positive Coaching Alliance, visit: www.PositiveCoach.org



BETTER ATHLETES
BETTER PEOPLE

Sample Script for Honoring the Game

*(In all of the online courses and live, group workshops that Positive Coaching Alliance presents nationwide for youth and high school sports leaders, coaches, parents and student-athletes, we explain the concept of "Honoring the Game." Following is a script that coaches can draw from in order to share the concept with players. With just a few adjustments based on which sport you coach and your players' ages, you can **deliver the core message in your own voice.**)*

One important thing we will work on all season is **Honoring the Game**. To help us remember exactly what that means, we will talk about respecting **ROOTS**. Each letter in ROOTS stands for an important part of our sport that we must respect.

R stands for Rules. Rules keep the game fair. I want you to play by the rules, even when you think you won't get caught if you break them.

O is for Opponents. Without opponents, we could have no game. A good opponent pushes us to do our best, so we should be grateful for our opponents. I promise that I will show respect for opposing coaches and teams, and I expect you to do the same.

O is for Officials. Respecting officials can be the most difficult part of Honoring the Game. Officials have a very hard job, keeping the game safe and fair for both teams. Officials are not perfect (just like coaches, athletes and parents!) and sometimes they will make calls that are not in our favor, but I want you to show respect for officials, and I promise that I will, too.

T is for Teammates. A big part of playing our sport is being part of a team. Later in life you will often be part of a team, and it is important to learn to work together. When you are on a team, your words and actions – before, during and after practices and games – reflect not only on you, but also on your teammates and coaches. So treat them as you would want them to treat you. I want you to encourage and support each other on and off the playing field.

S is for Self. Some people only Honor the Game when their opponents do, but I want us to Honor the Game no matter what the other team or its fans do. We set our own internal standards, and we live up to them no matter what.

If you do these five things, you are Honoring the Game. You and your teammates will get the most out of our season, and you will help advance the great traditions of our sport.

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BETTER ATHLETES
BETTER PEOPLE

Sample Script for ELM Tree of Mastery

(In all of the online courses and live, group workshops that Positive Coaching Alliance presents nationwide for youth and high school sports leaders, coaches, parents and student-athletes, we explain the concept of "The ELM Tree of Mastery." Following is a script that coaches can draw from in order to share the concept with players. With just a few adjustments based on which sport you coach and your players' ages, you can deliver the core message in your own voice.)

There are two kinds of winners in sports. One kind is the team that has scored the most at the end of a game. This is the Scoreboard winner. We want to be a Scoreboard winner and the other kind, a Mastery winner. A Mastery winner gives consistently great effort, continually learns, and bounces back from mistakes.

We can be this more-important kind of winner no matter what the scoreboard says. The more we work at being Mastery winners, the more likely we are to be Scoreboard winners. And the more we work at being Mastery winners, the more likely we are to be winners in life!

To help remember the important parts of mastery, we use the **ELM Tree of Mastery**. In ELM, the E is for Effort, the L is for Learning and the M is for Mistakes are OK. Let's go over some details of what I mean.

E is for Effort. We'll give our best effort in every practice and game. It's more important to me that we try our hardest than if we win. If we win without giving it our best effort, that win doesn't mean much. But if we play a strong team and try our hardest and lose, I'll still be proud of our team.

L is for Learning. Let's continue learning and improving every time we come out here. If we continue to learn, we will get better. Getting better than we are now is more important than whether or not we are better than some other team. We can also think of this as competing with ourselves; if we get better than we used to be, then we are winning that competition.

M is for Mistakes. Nobody likes to make mistakes, but mistakes are part of learning. You can't learn without making mistakes, because to learn you have to try things that are new and challenging, so of course you are going to make mistakes. On our team, it is okay to make mistakes.

Our team will have a Mistake Ritual called Flushing Mistakes. If you make a mistake, flush it by making a motion with your arm like you are flushing a toilet so the mistake goes away. If you look at me and your teammates after a mistake, we should all make that flushing motion, too. We want to learn from our mistakes and not let them discourage us or keep us from working hard.

So, remember, as long as you give your best Effort, Learn and are not afraid of Mistakes, you are climbing the ELM Tree of Mastery, and you'll be a winner in sports and in life.

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BETTER ATHLETES
BETTER PEOPLE

Sample Script for Filling Emotional Tanks

(In all of the online courses and live, group workshops that Positive Coaching Alliance presents nationwide for youth and high school sports leaders, coaches, parents and student-athletes, we explain the concept of "Filling Emotional Tanks." Following is a script that coaches can draw from in order to share the concept with players. With just a few adjustments based on which sport you coach and your players' ages, you can deliver the core message in your own voice.)

For us to succeed as a team and have a lot of fun together this season, we want to **fill each others' Emotional Tanks**. An Emotional Tank is like a car's gas tank. When it's empty, we go nowhere, but when it's full, we can go anywhere. People with empty tanks become negative and give up more easily. But with full tanks, we stay optimistic and can handle difficult situations.

As coach, I will do my best to help fill your Emotional Tanks. Here are some of the ways I will do that and some of the ways you can help keep your teammates' tanks full

- **Tell teammates when we see them do something well**, or when we see them giving maximum effort, even if the play does not completely go our way.
- **Tell teammates when we see them improving**. That will help them continue trying hard to improve even more.
- **Listen to teammates** when they have ideas to share.

People perform best and have full tanks when they get about **five pieces of truthful, specific praise for each time that they receive a piece of specific, constructive criticism**...not necessarily all in a row, but over time. Truthful and specific praise means not just saying "Way to go!" but something like "Great hustle! You accelerated at just the right time." I'll give you lots of praise to keep your tanks full so that when I do criticize or correct something, you'll still know I believe in you as a player and as a person.

I want you to fill each others' tanks. In some practices, we'll use a Buddy System. You'll pair up with a buddy and watch each other to see what your buddy is doing well. Then, we'll get together and share what we saw our buddies doing so that everyone gets a full tank.

Let's try to **avoid draining each others' tanks**. If your teammates make mistakes, they know it, and they feel badly. If you criticize them for mistakes, you make them feel worse, and they're more likely to make more mistakes.

This will be a **great season if we keep our Emotional Tanks full**. Let's start right now by finding a buddy, and we'll run some drills. Remember to keep an eye on what your buddy is doing well and be prepared to share it with your teammates.

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