



The World Rugby & coachup Workbook: Module 6

Caretaker of Motivation

CARETAKER OF MOTIVATION

Today's Outline.

- **What the brain really CARES about**



WARM UP
ACTIVITY

HOW AM I CARETAKING MOTIVATION IN THE TEAM TODAY?

- What is the **primary motivator** for each of your players?



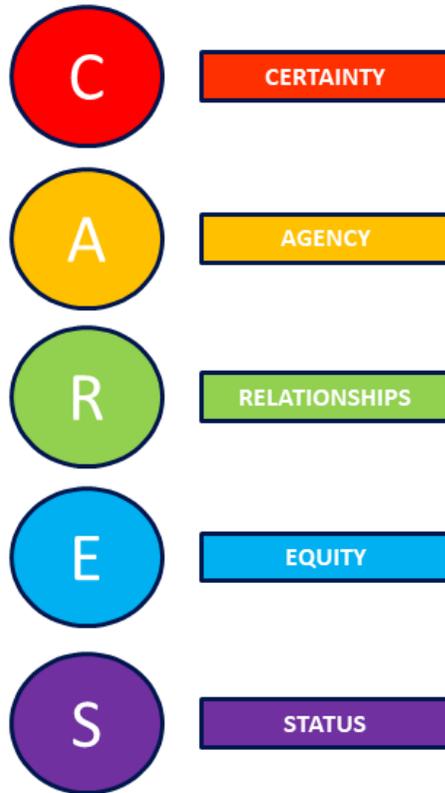
WHAT WOULD BE POSSIBLE FOR YOUR TEAM TO ACHIEVE IF EVERY PLAYER WAS SUPER MOTIVATED?

My answer & key notes:

OUR BRAIN & ITS ROLE IN A SOCIAL SYSTEM.

My key notes on the role our brains play in **social systems**:

WHAT THE BRAIN REALLY CARES ABOUT.

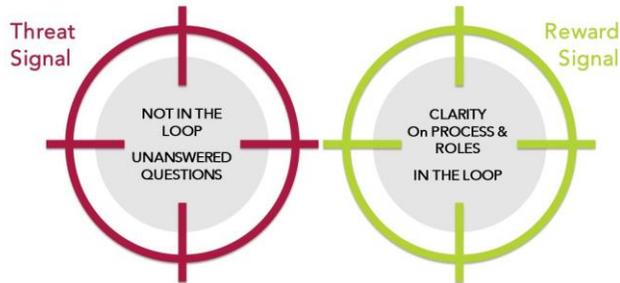


WHAT THE BRAIN REALLY CARES ABOUT.

C

Motivation & Certainty.

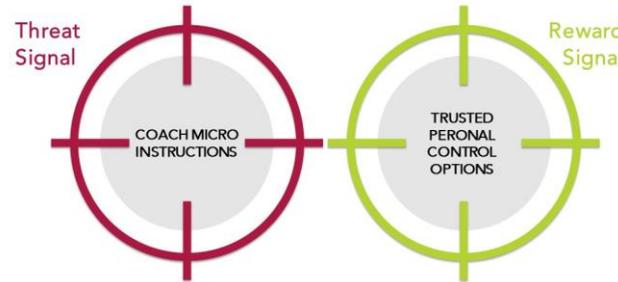
Brains are scanning for:



A

Motivation & Agency.

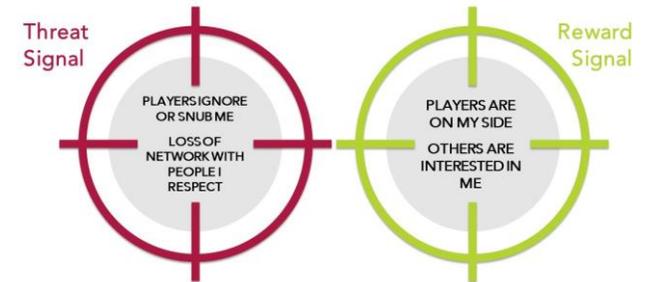
Brains are scanning for:



R

Motivation & Relatedness.

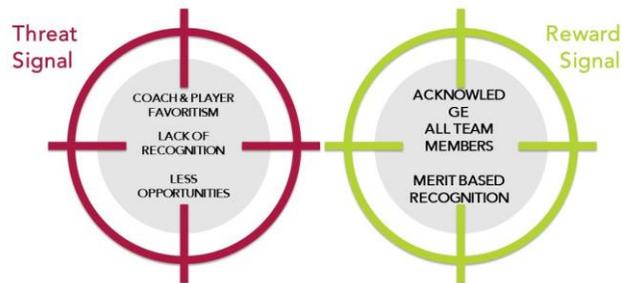
Brains are scanning for:



E

Motivation & Equity.

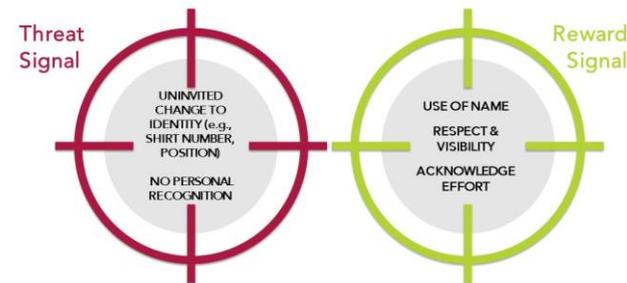
Brains are scanning for:



S

Motivation & Social Status.

Brains are scanning for:



WHAT THE BRAIN REALLY CARES ABOUT.

My key notes on **motivation and the CARES model**:

UP



CORE PRINCIPLE

Humans are motivated most when we have certainty around what we are doing, knowing we have a degree of control, have strong friendships, all players are treated fairly and the positive contributions that players make are recognized in the team environment. **Key thing to remember: High Motivation = Happier and Better Players.**

THE WHY

It is essential for team fun and performance that all players are motivated to be a part of the team and driven to achieve the team goals. Regularly checking in on team motivation levels is a great habit to reinforce high levels of motivation, or address lower levels as soon as possible.

THE GOAL

Bringing visibility to team motivation levels, and giving players a platform for improving their levels.

THE EXERCISE

Using cones in the training area, mark out a long line and choose one end to represent High and one end to represent Low motivation. This is now a continuum. Ask your players to stand on the continuum where best represents their motivation levels TODAY. Ask questions to understand why players are where they are to understand team motivation levels and manage accordingly.

PRO TIP

Listen to the reasons of each player to better understand how to motivate them, and also listen for team patterns you can capitalize on by reinforcing or changing.

CARETAKER OF MOTIVATION NOTES:

My key notes on **how** I will apply these insights into my own coaching:

**COACH
CHECKLIST**

Review this list of broader ideas for taking care of Motivation.

Which have you already put in place?

Which will you put into place next?

CARETAKER OF MOTIVATION:

- How will you **amplify** certainty, autonomy, relatedness, equity, and status for players?

- How will you **reduce uncertainty**, micromanagement, exclusion, unfairness, and loss of social status?

- How will you work out which are the **primary drivers of motivation** for each of your athletes?

WARM UP
ACTIVITY

UP: CONTAGIOUS COACHES

Ahead of Workshop #7 pay attention to:

- What behaviors or attitudes have your team picked up from **observing you**?

FINAL
REFLECTION

CHECK-OUT.

- What's your top **insight**?

- What are your **top 3 commitments** to put into action?

- What could **stop you**? If that happens, what will you do?

FURTHER LEARNING & RESOURCES.



www.coachup.academy website



coachup.academy Memberships

REFERENCES

Rock, D. (2008). SCARF: A brain-based model for collaborating with and influencing others. *NeuroLeadership journal*, 1(1), 44-52.

Rock, D., & Cox, C. (2012). SCARF in 2012: Updating the social neuroscience of collaborating with others. *NeuroLeadership journal*, 4(4), 1-16.

Thomas Lyte. (n.d.). Designers and Makers of the Guinness Six Nations Trophy. Designers + Makers. Derived online from <https://thomaslyte.com/six-nations-trophy-designers-makers/>