



Coaching Notes from Coaching Culture Episode 63: Improving Your Feedback System

3 Pitfalls of Feedback

1. Sandwich Feedback: + - +
2. General Praise: Good Job"
3. Judgmental Feedback

It is not up to the player to learn how to receive feedback. Expecting them to receive hard feedback is like playing catch with a four year old.

Transformational Feedback: Gives truth + nurtures the relationship + build character. Not a cookie cutter type of formula for giving feedback, you need to consider the individual.

Magical Feedback: Connect + Emphasize Belonging +Recognize High Standards

1. Connection: Sense of belonging being sent consistently!
2. Challenge: Give them feedback!
3. Affirms Belief: Recognize you know they can meet these high standards.

No behavior trumps the relationship! We have to focus on the relationship first!

If we don't have a connection to the person, it doesn't matter what we say.

Lead with questions- help lead them to answers rather than give them answers.
Follow up with more questions: How can we do this better?

Great Question:

What advice would you give a teammate?

What would you do if you were in my shoes and you were the coach?

Notifications: Non-Judgmental Feedback

- Giving feedback in a non-judgmental language and tone
- Bedside manner- be like a doctor delivering some bad news

Be aware of your language!

Give players self-evaluation form and then have a discussion about strengths and weaknesses.

For more information on my mentorship program or consulting services, please email me!

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