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Thriving Environments: Fostering a **Thriving Culture of Development** The second in a series on thriving environments, this infographic contains key tips to help you create a thriving culture within your coaching environment, developed in partnership with Elliott Newell

Creating a thriving culture is an essential factor in enabling your participants to thrive. This infographic highlights

six important concepts for you and your coaching team to consider when establishing a thriving culture for development.



Define development with a long-term focus. One of the biggest threats to a thriving culture for

later down the line.



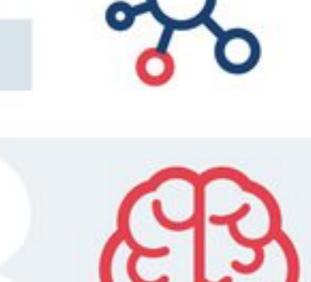
Make it mean something! Fostering development environments in which all participants "buy-in" and embrace the journey have to hook people into personal and shared meaning. Use visions, goals, stories and connection activity to ensure your environment and the purpose you aspire to is inspirational. What's your why and what's the

development is a preoccupation with coaching for

short term outcomes, rather than coaching for longer

by learning now in order to achieve great successes

term successes. Enable your environment to be defined



Regularly meet basic psychological needs. Self-determination theory is one of the most robust psychological models out there. Ensure your athletes sustain the motivation necessary to develop by meeting their basic psychological needs of autonomy, competence and relatedness.

A secure base to explore. Development often

requires risk taking and courage to step out of

our comfort zone, to trust, or to try new things.

why of the athletes you work with?



Help athletes to have the confidence to do so by providing them with a consistent, non-judgemental, familiar and supportive "base" from which to explore their learning environment. Be consistently consistent. Not doing what we say we are going to do or failing to match actions with words undermine trust. We can also damage

trust if we are inconsistent with what we say,

how we make decisions, and how we behave.

Clarity of behavioural expectations. Thriving

cultures of development have clear behavioural

standards that are adhered to by all consistently.

There should be clear aspirational behaviours people



strive for, as well as clear boundaries that define unacceptable behaviours that undermine the intended development culture. **VIEW AND DOWNLOAD THE TIPS AS A PDF**



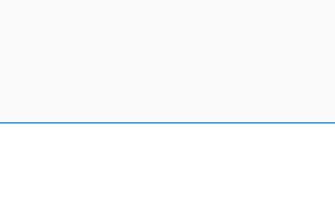
How do you think others might describe your environments' culture? Your participants,

Reflect

Which of the concepts above do you recognise in your environments' culture? What is missing?

parents, external visitors? Ask them, then reflect on any significant differences.

How would you describe your environments' culture? Does it enable your participants to



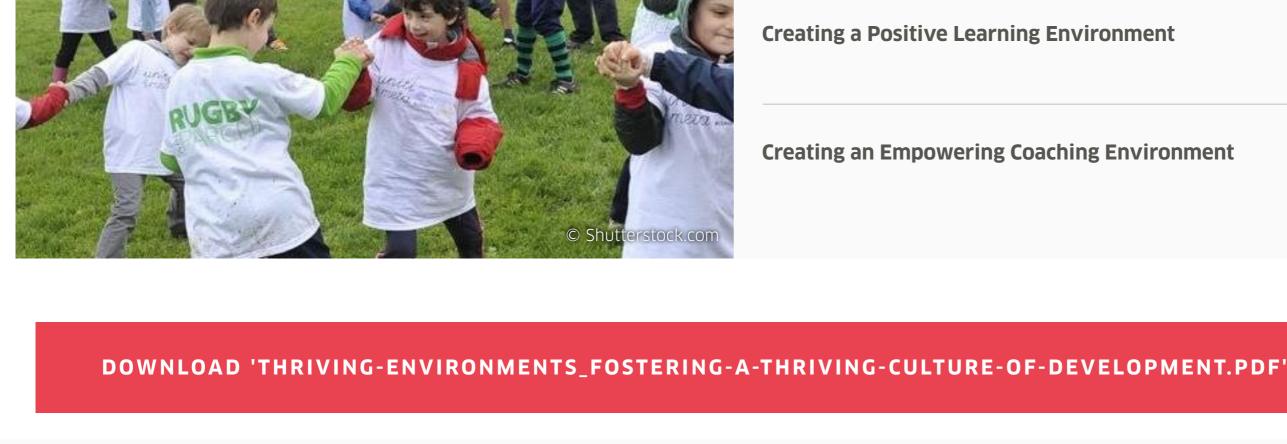


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Learn more about thriving environments and how the environment you establish supports the people you coach in our series

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