Playbook for EMPOWERMENT

EMPOWER PLAY

Building **confidence** and **empowering** young people



EMPOWERPLAY

is brought to you by

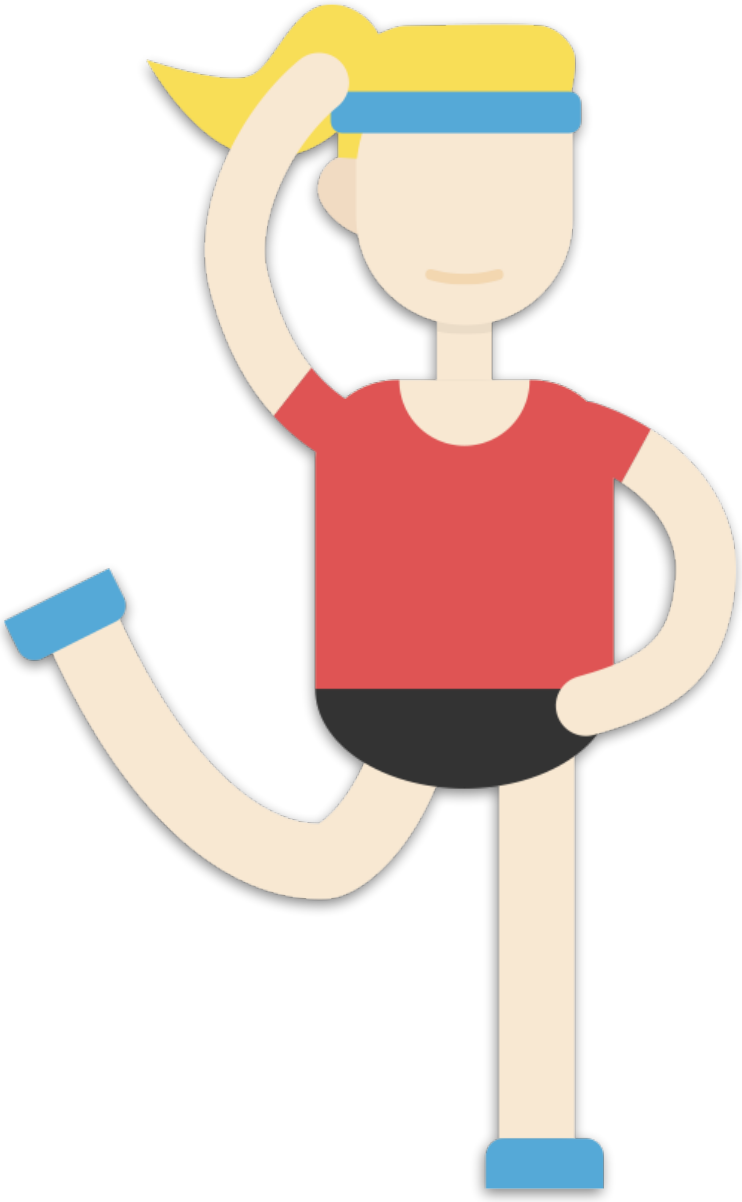
team GEM

netball
NEW SOUTH WALES

EMPOWERPLAY

Welcome to your **EMPOWERMENT** playbook.

This playbook is a guide to help **you** develop a deeper understanding of how to best utilise the concepts and language from the EmpowerPlay modules. And how to implement them into your role as a leader in your club.



Discover your

STRENGTHS

Know your

VALUE

Find your

PASSIONS

Name	
Role	
Resilience Session Dates	
Session 1	
Session 2	
Session 3	
List your important contacts	

Unpack your kit bag

Unpacking your kit bag is how we show compassion and gratefulness as leaders. By taking the time before each session, be that coaching, umpiring mentoring, we are creating a moment in time to debrief, be grateful and clear our mind before we take on the task ahead.

Check In

A great way to begin each session is to check in with your coach and your team mates. It doesn't take long and is a great opportunity for you to show your team mates that you are "Here if you need".

- Here are some Check In's you could try:
- RUOK?
- What did you learn about your self and/or your family this week?

Gratefulness

This is about showing gratitude for our teammates and their differences. Remembering what we are grateful for can build us up when times are tough. What are you grateful for this week?

Unpack your kit bag

Mindfulness

An awesome way to prepare yourself for training or a game is to take some time to relax your mind and allow yourself to focus on the task ahead. Being mindful allows us to hear our inner bestie telling us, 'I can, I am enough and I have hope'.

Break the tension

- Find yourself some space where you can sit or lay down.
- Close your eyes
- As you take in a deep breath, squish your toes, tighten the muscles in your legs, suck in your tummy, make fists with your hands, tighten the muscles in your arms, raise your shoulders to your ears. Hold the tension for a few seconds.
- Now slowly breath out and release all your tight muscles, relax your shoulders and open up your hands
- Take one more breath in and out

CLEAR YOUR MIND

MINDFULNESS

Mindfulness is the art of paying attention to something on purpose, being aware of your thoughts and feelings. It's about being in the moment. Try this activity to help clear your teams mind so they can be ready for their next netball game.



- Find somewhere comfortable to lay down
- Slow down your breathing
- Focus on the sound of your breathing and the rise and fall of your stomach
- Let all your thoughts float past like the clouds in the sky

PERSONALITY TEST

Take the test below to find out your teams personality animal.
Use the word meanings on the next page to help them.

Below are 10 horizontal lines with four words on each line - one in each column.
In each line rate each word from 1 - 4, with 1 being "least like you"
and 4 being "most like you".

For Example: One choice for the first line of words could be as follows

4 *Likes Authority* 2 *Enthusiastic* 3 *Sensitive Feelings* 1 *Likes Feelings*

L		O		G		B	
☐	Likes Authority	☐	Enthusiastic	☐	Sensitive Feelings	☐	Likes instruction
☐	Takes Charge	☐	Takes Risks	☐	Loyal	☐	Accurate
☐	Determined	☐	Visionary	☐	Calm, Even Keel	☐	Consistent
☐	Enterprising	☐	Very Verbal	☐	Enjoys Routine	☐	Predictable
☐	Competitive	☐	Promoter	☐	Dislikes Change	☐	Practical
☐	Problem Solver	☐	Enjoys Popularity	☐	Gives in to others	☐	Factual
☐	Productive	☐	Fun-Loving	☐	Avoids Confrontation	☐	Conscientious
☐	Bold	☐	Likes Variety	☐	Sympathetic	☐	Perfectionist
☐	Decision Maker	☐	Spontaneous	☐	Nurturing	☐	Detail-Orientated
☐	Persistent	☐	Inspirational	☐	Peacemaker	☐	Analytical

Total up the numbers for each vertical column (L, O, G, B)

☐ "L" TOTAL ☐ "O" TOTAL ☐ "G" TOTAL ☐ "B" TOTAL

L = LION O = OTTER G = GOLDEN RETRIEVER B = BEAVER

PERSONALITY ANIMAL

WORD MEANINGS

Use the word meanings below to help your team complete the personality test.

Authority -	likes to give orders
Loyal -	a true hearted person
Determined -	is strong minded
Visionary -	is able to see how something will turn out
Consistent -	is very ordered
Enterprising -	likes to do new projects
Verbal -	the spoken word/talking
Predictable -	a sure thing
Promotor -	good at spreading the news
Practical -	can do things and gets things done
Popularity -	everybody likes you
Productive -	gets things done
Confrontation -	always likes a fight or to argue
Conscientious -	likes to follow the rules
Sympathetic -	similar feelings with others and likes to show them
Perfectionist -	always wanting to be right
Spontaneous -	happily doing unplanned things
Nurturing -	encourages
Detail orientated	looks at all the little things
Persistent -	continues until the end
Inspirational -	someone you look up to
Peacemaker -	makes peace with those around them
Analytical -	looks at the details to find the answers



Lion

Lions are **leaders**, they like to take charge. They are very **confident** and are very **competitive**. Lions can also be **loud** and **impatient.**

Lions are **leaders**. They are usually the bosses at work...or at least they think they are! They are **decisive**, bottom line folks who are **observers**, not watchers or listeners. They love to solve problems. They are usually individualists who love to seek **new adventures** and opportunities.

Lions are very **confident** and self-reliant. In a group setting, if no one else instantly **takes charge,** the Lion will. Unfortunately, if they don't learn how to tone down their **aggressiveness,** their natural **dominating** traits can cause problems with others. Most entrepreneurs are strong lions, or at least have a lot of lion in them.

Natural Strengths

Decisive
Goal-oriented
Achievement driven
Gets results
Independent
Risk-taker
Takes charge
Takes initiative
Self-starter
Persistent
Efficient
Competitive
Enjoys challenges, variety and change
Driven to complete projects quickly and effectively

Natural Weaknesses

Impatient
Blunt
Poor listener
Impulsive
Demanding
May view projects more important than people
Can be insensitive to the feelings of others
May "run over" others who are slower to act or speak
Fears inactivity, relaxation
Quickly bored by routine or mechanics

Basic trait - Fast-paced, task oriented.
Motivated by - results; challenge, action, power, and credit for achievement.
Time management - Lions focus on NOW instead of distant future. They get a lot more done in a lot less time than their peers. Hate wasting time; and like to get right to the point.
Communication style - Great at initiating communication; not good at listening (one way communicator).
Decision making - Impulsive; makes quick decisions with goal or end result in mind. Results-focused. Needs very few facts to make a decision.
Under Pressure - The lion takes command and becomes autocratic.
Greatest needs - The lion needs to see results, experience variety, and face new challenges. He needs to solve problems and wants direct answers.
Desires - Freedom, authority, variety, difficult assignments, opportunity for advancement.



OTTER

Otters are **excitable,** they are the **cheerleaders** of the team who love to **talk a lot**. Otters are very **passionate** and **outgoing.**

Otters are excitable, fun seeking, cheerleader types who love to talk! They're great at motivating others and need to be in an environment where they can talk and have a vote on major decisions. The otters' outgoing nature makes them great networkers–they usually know a lot of people who know a lot of people. They can be very loving and encouraging unless under pressure, when they tend to use their verbal skills to attack. They have a strong desire to be liked and enjoy being the centre of attention. They are often very attentive to style, clothes, and flash. **Otters** are the life of any party; and most people really enjoy being around them.

Natural **Strengths**

Enthusiastic
Optimistic
Good Communicator
Emotional and Passionate
Motivational and Inspirational
Outgoing
Personal
Dramatic
Fun-loving

Natural **Weaknesses**

Unrealistic
Not detail-oriented
Disorganised Impulsive
Listens to feelings above logic
Reactive
Can be too talkative
Excitable

Basic trait - Fast-paced. People-oriented.
Motivated by - Recognition and approval of others.
Time management - Otters focus on the future and have a tendency to rush to the next exciting thing.
Communication style - Enthusiastic and stimulating, often one-way; but can inspire and motivate others.
Decision making - Intuitive and fast. Makes lots of "right calls" and lots of wrong ones.
Under Pressure - The otter ATTACKS. Can be more concerned about their popularity than about achieving tangible results.
Greatest needs - The otter needs social activities and recognition; activities that are fun, and freedom from details.
Desires - Prestige, friendly relationships, opportunity to help and motivate others, and opportunities to verbally share their ideas.



GOLDEN RETRIEVER

The Golden Retriever is very **loyal** and **caring**. They are **patient** and **reliable**. Golden Retrievers can be **slow to change** but are great **team players.**

One word describes the **Golden Retriever**: LOYAL. They're so loyal, in fact, that they can absorb the most emotional pain and punishment in a relationship and still stay **committed**. They are **great listeners**, incredibly **empathetic** and warm **encouragers**. However, they tend to be such pleasers that they can have great **difficulty being assertive** in a situation or relationship when it's needed.

Natural Strengths

Patient
Easy-going
Team player
Stable
Empathetic
Compassionate
Sensitive to feelings of others
Tremendously loyal
Puts people above projects
Dependable
Reliable
Supportive
Agreeable

Natural Weaknesses

Indecisive
Over-accommodating
May sacrifice results for the sake of harmony
Slow to initiate
Avoids confrontation even when needed
Tends to hold grudges
Remembers hurts inflicted by others
Fears change

Basic trait - Slow-paced. People-oriented.
Motivated by - Desire for good relationships and appreciation of others.
Time management - Golden Retrievers focus on the present and devote lots of time to helping others and building relationships.
Communication style - Two-way communicator; great listener and provides empathetic response.
Decision making - Makes decisions more slowly, wants input from others, and often yields to the input.
Under Pressure - The Golden Retriever gives in to the opinions, ideas, and wishes of others. Often too tolerant.
Greatest needs - The Golden Retriever needs security; gradual change and time to adjust to it; an environment free of conflict.
Desires - Quality relationships; security; consistent known environment; a relaxed and friendly environment; freedom to work at own pace.



BEAVER

Beavers like to **be right** and must **play by the rules**. They love to **ask questions** and are **good problem solvers**. Beavers can sometimes be **a bit picky**.

Beavers have a strong need to **do things right** and by the book. In fact, they are the kind of people who actually read instruction manuals. They are great at providing **quality control** in an office, and will provide quality control in any situation or field that demands **accuracy**, such as accounting, engineering, etc. Because **rules**, **consistency** and high standards are so important to **beavers**, they are often frustrated with others who do not share these same characteristics. Their strong need for maintaining **high (and oftentimes unrealistic) standards** can short-circuit their ability to express warmth in a relationship.

Natural **Strengths**

Accurate
Analytical
Detail-oriented
Thoroughness
Industrious
Orderly
Methodical and exhaustive
High standards
Intuitive
Controlled

Natural **Weaknesses**

Too hard on self
Too critical of others
Perfectionist
Overly cautious
Won't make decisions without "all" the facts
Too picky
Overly sensitive

Basic trait - Slow-paced. Task-oriented.
Motivated by - The desire to be right and maintain quality.
Time management - Beavers tend to work slowly to make sure they are accurate.
Communication style - Beavers are good listeners, communicate details, and are usually diplomatic.
Decision making - Avoids making decisions; needs lots of information before they will make a decision.
Under Pressure - The beaver tries to avoid pressure or tense situations. They can ignore deadlines.
Greatest needs - The beaver needs security, gradual change and time to adjust to it.
Desires - Clearly defined tasks, stability, security, low risk, and tasks that require precision and planning.

WHO AM I ?

STRENGTH WORDS

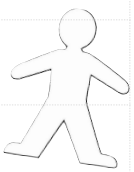
Being self aware is about understanding who you are. Knowing your strengths and how best to use them, acknowledging your weakness and how they are perceived by those around you.
Understanding how we can help others use their strengths and create new ones. Acknowledge their weaknesses and provide them with the tools to make them stronger.
How can understanding this make me a better leader and add value to my role?

My Personality Animal:

My Strength:

How can my role reflect my strength?

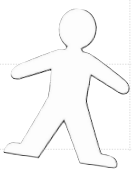
How can I show that I am aware of the personalities around me that I lead?



My Team

Write the name, personality animal and a strength of those around you on the list below. This is a great way to remember and be grateful for what they bring to your team.

Name	Personality	Strength



I AM SPECIAL

Reading through this poem is a great way for each player to be reminded that **they are special**. As a leader it is important to acknowledge and embrace each players individuality.

In all the world there is nobody like you
Since the beginning of time there has never been
another person like you
Nobody has your smile, your eyes, your hands,
Nobody owns your handwriting, your voice
Nobody can paint your brushstrokes
Nobody has your taste for food or music
or dance or art
Nobody else in the world sees things as you do.

You are Special

In all the time there has never been anyone who
laughs in exactly your way
Your different from any other person who has ever
lived in the history or the world
You are the only one in the whole of creation who
has your particular set of abilities
Nobody in the world can reach the quality of the
combination of your talents, your feelings
Through all eternity no one will ever walk, talk, think
or do exactly like you
Your rarer and in all rarity there is enormous value
and
Because of your value the need for you to imitate
someone else is absolutely wrong.

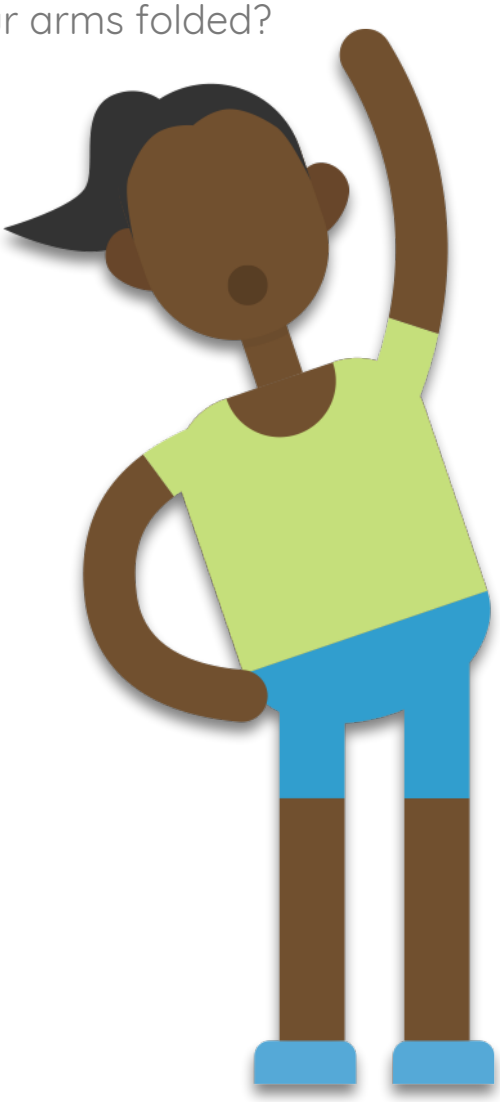
You are Special

As a leader how can I embrace each players individuality?

POWER POSE

The POWER POSE is a great tool to help them turn a negative feeling into a positive one. As a leader your body language can be an effective communication tool. Think about your actions on the sideline. Are you standing tall and looking engaged in the game? Or is your head down with your arms folded?



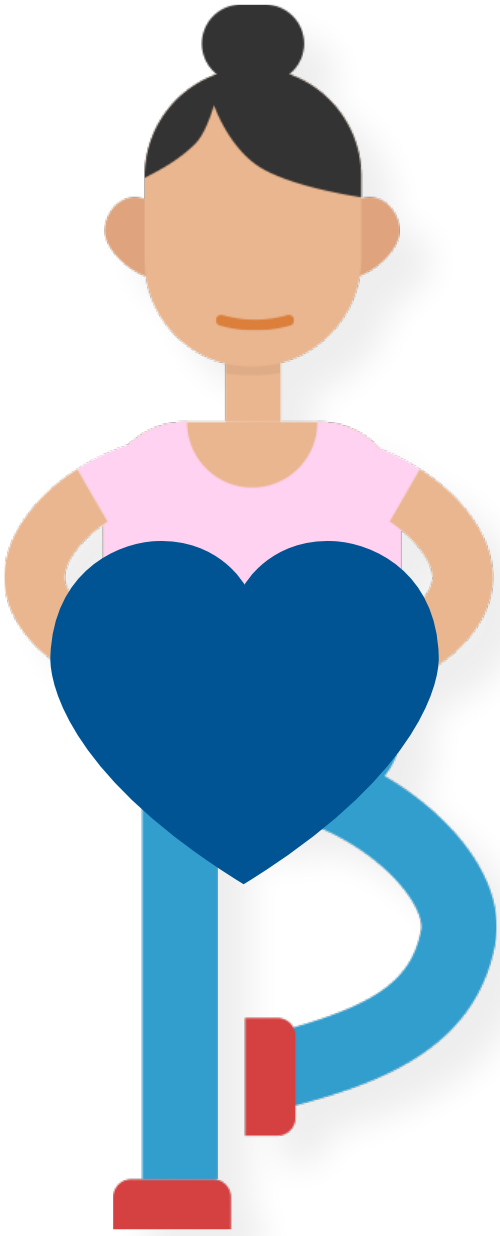


What is your power pose? How will it empower your team?

EMPOWER THEIR INNER BESTIE

The activity below is a simple way you can show them how to empower their Inner Bestie. Prompting them to practice being mindful, so they can hear their Inner Bestie.

- Have you ever noticed that bully in your head that says, I can't, you're not enough or I'm hopeless?
- That inner bully has many disguises that prevents us from being kind to ourselves.
- Practising being mindful allows them to hear their inner bestie telling them, 'I can, I am enough and I have hope'.
- I have managed fear. I am now in control of my fear.



strong

CARING

Loyal

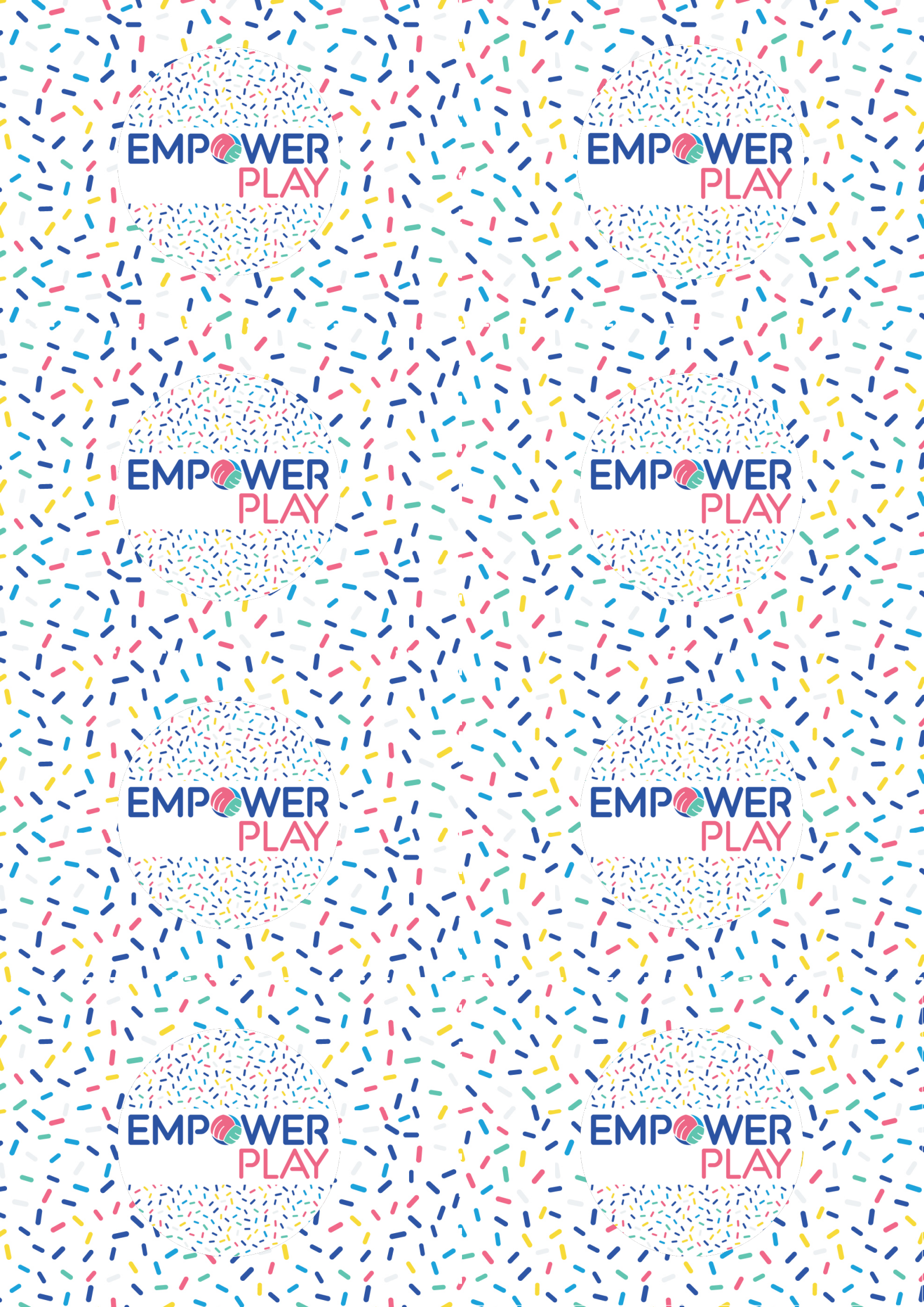
leader

brave

FAIR

PATIENT

Calm


EMPOWER
PLAY

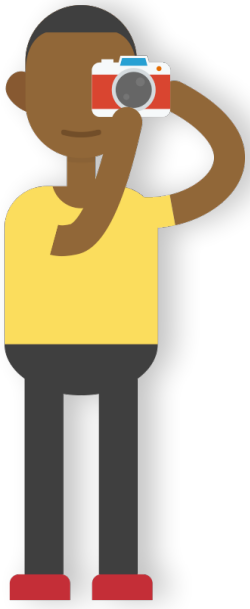
PASSION & PROFILE

My Passion and My profile is all about the team discovering and promoting who they are within their team. As a leader the more you understand your team and who they are, the more trust you build. When you have trust you create a safe environment for open and effective communication.
Create your own profile and share it with your team

Name:

Club:

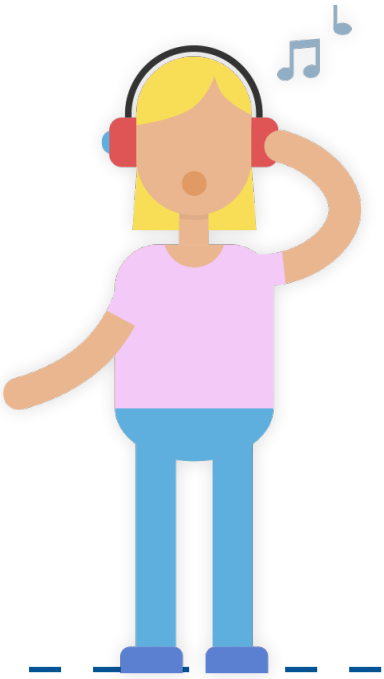
Position:



What makes you happy?:

Tell us the funniest thing you have EVER done:

What are the first 3 songs on your playlist?



Your favourite food:

THINK

BEFORE YOU POST

It is important as leader to be aware of the message your social media profile is sending. Is it the best representation of you? Is it how you want to be perceived? Write something that is True, Helpful, Inspiring, Necessary and Kind about you.

T	H	I	N	K
is it True	is it Helpful	is it Inspiring	is it Necessary	is it Kind

TIPS AND TOOLS

EFFECTIVE COMMUNICATOR

When in a leadership or mentoring role it is crucial to communicate effectively this will ensure that you and your mentee will achieve your collective goals. Effective communication can also help to foster a good relationships.



Effective communicators have clear focus

If you know where you are going you can take anyone with you

Effective communicators Read their players/mentee

Know where each of your team members are at. Be aware of their strengths and weaknesses, learn who they are.

Effective communicators are passionate about their subject

How much do you love netball? Increase your knowledge about what you are trying to communicate.

Effective communicators leave the players/mentee in no doubt about how to benefit from the objective of what they are saying.

They call people to action. They make it easy to respond with open ended questions.

TIPS AND TOOLS

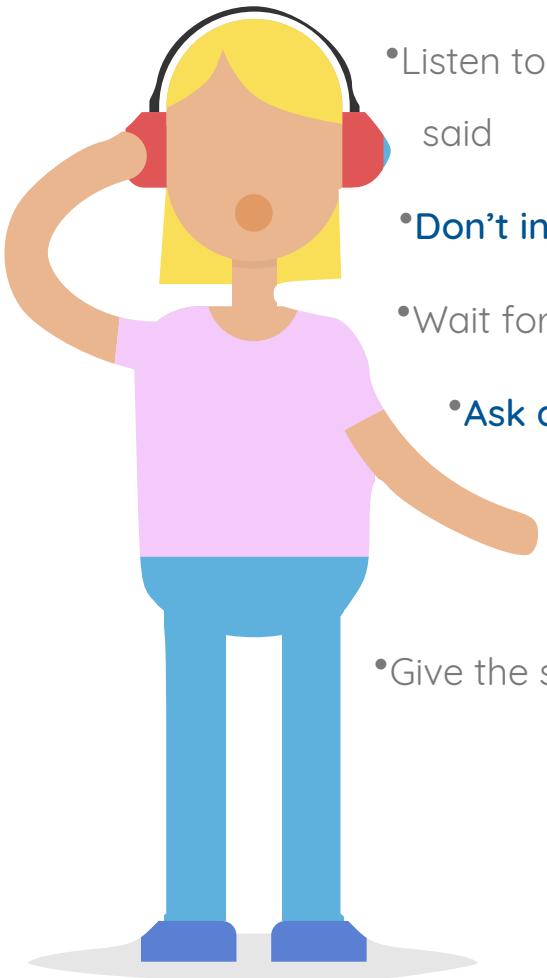
IMPORTANCE OF LISTENING

Good listening allows us to demonstrate that we are paying attention to the thoughts, feelings and behaviours of the other person (seeing the world through their eyes). This is important to maintaining good relationships.

10 TIPS

TO IMPROVE
YOUR LISTENING SKILLS

- Face the speaker and make **eye contact**
- Be **attentive** and relaxed
- Keep an **open mind**
- Listen to the **words** and try to **picture** what is being said
- **Don't interrupt** and impose your solutions
- Wait for the speaker to pause before **clarifying**
- **Ask questions** only to understand what the speaker is saying
- Try to **feel** what the speaker is saying
- Give the speaker **regular feedback**



TIPS AND TOOLS

REFLECTION

STOP, START, KEEP
A simple training or game review strategy to quickly highlight what an individual or a team can;
STOP doing, START doing or KEEP it up
Try it after your next session.

STOP

What should I/We stop doing? What wasn't helpful? What didn't work?

START

What should I/We start doing? What wasn't implemented? What didn't I/We bring to the session?

KEEP

What should I/We keep doing? What part was AWESOME? What did I/We do that was successful?



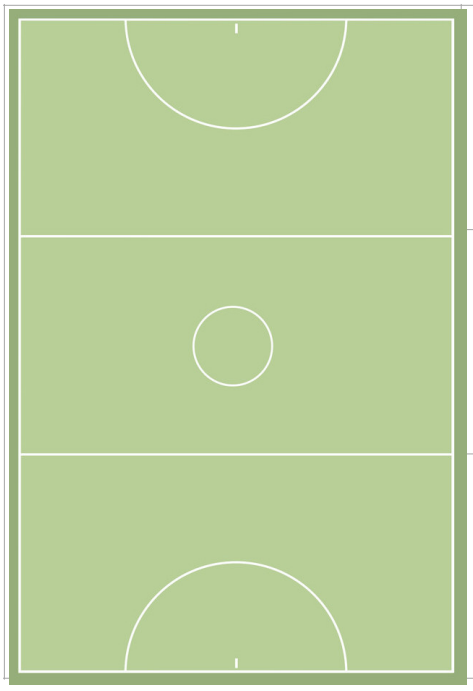
	STOP
	START
	KEEP

GAME DAY *netball*

PLAYER	1	2	3	4	GAME PLAN/GOAL
					Attacking Plan:
					Defensive Plan:
					Team Goal:

	1	2	3	4
GS				
GA				
WA				
C				
WD				
GD				
GK				
Positive Point				

KEY: I = Goal • = Missed Goal R = Rebound T = Turnover D = Deflection



STOP

START

KEEP

team GEM
EMPOWERPLAY

SESSION PLAN

DATE	TEAM LIST
MINDFULNESS - Take 2 minutes to bring everyones focus to the session ahead	
CHECK IN - Are you ok? Session Overview. Session Goals	
WARM UP & FITNESS	
DRILLS & SKILLS	
COOL DOWN - Use this time to set your team goals for game day	
HERE IF YOU NEED - Use this time to help set individual goals or just time to connect one on one	

team GEM EMPOWERPLAY

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ABOUT TEAM GEM

Team GEM came together out of a passion to create social change using a sport we loved as the vehicle. We are excited and privileged to be sharing our knowledge and passion of how to empower young athletes, so that they develop a deeper understanding of themselves and their teammates. This develops stronger teams, resilient Clubs and a kind and grateful community.

Additional products and programs can be requested by emailing teamgempower@gmail.com

The Empowered Playbook is to be used in conjunction with the EmpowerPlay program, created by Team GEM in partnership with Netball NSW. The EmpowerPlay program is available to all Netball NSW members and its affiliated Clubs. For more information on how you can run the EmpowerPlay program at your netball club go to www.empowerplay.com.au and register.

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EMPOWER PLAY

Building **confidence** and **empowering** young people

