

Empowering Archery

Sue Matthews
info@archerycoaching.co.uk



UNIVERSITY OF
BIRMINGHAM

Schedule

Part 1- Introduction

Session 1

What is Empowering Archery?
Health Related Benefits
Motivational Climate
Building Blocks

Use the
chat box

Session 2

Creating an Empowering Motivational Climate
Your Empowering Strategies

Turn on your
video
(optional)

Part 2

Session 3

Intrinsic and Extrinsic Motivation
Quality vs Quantity Motivation
Climate Dimensions

Mute your
microphone
(when not talking)

Session 4

Climate Dimensions
Your Empowering Strategies

Get **comfortable**

What is Empowering Archery?

The Aims of This Course

Part 1

Help you to understand and apply the principles of Empowering Archery by exploring:

- What the foundations of Empowering Archery are
- Why being an Empowering Coach / Parent / Leader is important
- How you can become Empowering

Our Approach

The Empowering Archery approach

- is Theory-based and Evidence-based
- is not a checklist
- is a whole approach to your role coaching / leading



Professor Joan Duda



Dr Paul Appleton

The workshop has been tested



Researchers at the University of Birmingham have delivered versions of this workshop in:

UK
France
Greece
Norway
Spain

Involving nearly 10,000 children and their sports coaches, part of the 'PAPA project'.

Impact on Coaches

**EMPOWERING COACHING™
CHANGES THE YOUTH SPORT
CLIMATE FOR THE BETTER!**

Children whose coaches participated in the Empowering Coaching™ training perceived the climate on their team to be less disempowering than those who didn't receive the training.



Psychological & Social
Health-Related Benefits



Not everyone has a positive experience

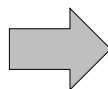
The Motivational Climate

- The social context, environment or atmosphere surrounding archers
- What coaches / parents / club leaders say and do, how they organize, communicate, try to impact their archers
- Why, when, and how they praise or provide feedback following desirable performance or mistakes

Coaches,
parents and
club leaders
make the
difference!

Coaches, Parents and Club Leaders Matter!

Climate created
by coach / club
leader / parent



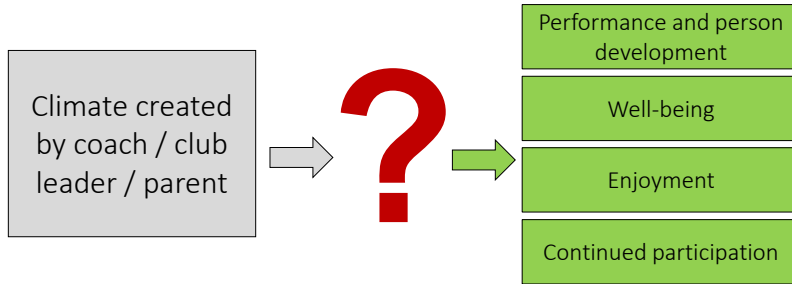
Performance and person
development

Well-being

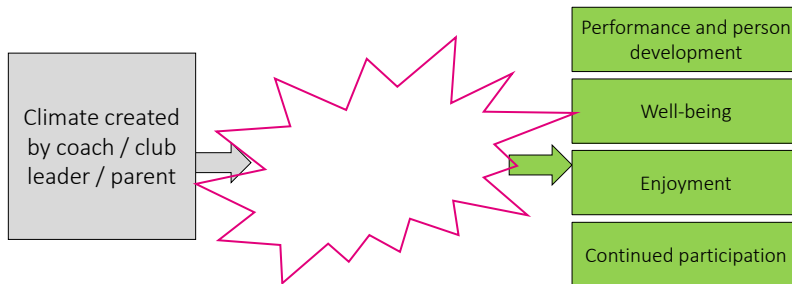
Enjoyment

Continued participation

What are the Building Blocks for Positive Outcomes in Archery?



What are the Building Blocks for Positive Outcomes in Archery?



Empowering Archery Building Blocks



AUTONOMY
Voice and choice



BELONGING
Respected and connected, for example, to the coach and others in their club



COMPETENCE
Ability to meet demands of a task or skill or competitive situation



Definitions of Autonomy

- Ability to make own decisions
- Independence in thoughts and actions
- Own values and interests
- Speak on own behalf

The Autonomous Advantage

"I feel like I have a say in what happens in training and I feel like my opinion matters"



"It is my choice to work hard, being an archer is a big part of who I am"

Sometimes, Archers feel Controlled

"My Mum ignores what I think and makes me feel I just have to do as I'm told"



"I don't feel in control at all when it comes to archery. I feel like everything I do is managed by my coach"

When Archers Feel Autonomy

What are the benefits?



When people feel autonomy they:

- ✓ Enjoy archery
- ✓ Can concentrate, 'stay in the moment'
- ✓ Are more creative; can problem solve
- ✓ Play when extrinsic rewards not present

Belonging

- Feeling of security and support
- Sense of acceptance and inclusion
- Identity for a member of a group

The Beauty of Belonging

"My coach cares about me and is someone I feel I can trust"



"I feel close to people in my club"

When Archer's Feel Belonging

When archers feel well connected and valued by those around them they develop a solid sense of self worth and greater resilience in handling setback.



When people feel belonging they:



Feel part of a group that works together well



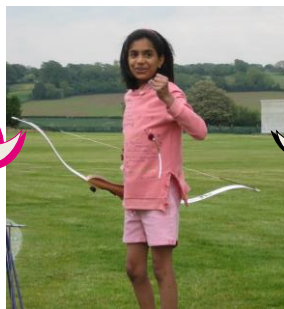
Have a sense of self-worth as a person, regardless of performance in archery

Things to think about

The archers need to know that you (the coach/club leader/parent) care, before they care what you know

Keeping Up a Sense of Competence*

"I feel like I am alright at archery, I am quite skilful"



"I feel like this is a sport that I can do well"

*is dependent of how we judge our competence

Judging Competence

Which pair of lenses do your archers tend to wear?

- Personal improvement
- Task mastery
- *Trying hard* is important
- Comparing to others
- *Being the best* is important

TASK FOCUS



SUPERIORITY FOCUS



TASK FOCUS



SUPERIORITY FOCUS



*“Did I try my best?
Use skills I’ve
been developing?”*

*Disappointed, not
devastated.
Don’t like to lose
but don’t fear
losing!*

Winning?
Losing?

*“Winning – is
everything and
the only thing!”*

*More devastated
after losing. Afraid
of failure*

What about Giving Effort?

TASK FOCUS



Whether doing well or not doing well....
people focused on mastering the task at hand
and personal improvement are more likely to
put in effort

Why might that be?

What about Giving Effort?

SUPERIORITY FOCUS



When low in confidence or things aren't going well:

- Don't try as hard as they can

When sure they can succeed/do well:

- Also may hold back from giving best effort

Why might this be?

What the Research Says

Advantages of being Task Focused

- ✓ Enjoyment, satisfaction, interest
- ✓ Self esteem
- ✓ Perceive greater quality of instruction and support offered by coach
- ✓ Perceive performance improvement
- ✓ Teamwork and team spirit
- ✓ Skill development

What the Research Says

Negative outcomes of being highly Superiority Focused

- ✓ Fragile sense of self worth
- ✓ Fear of failure
- ✓ Anxiety
- ✓ Burnout
- ✓ Dropping out
- ✓ Poor sportsmanship

Empowering Archery Building Blocks

AUTONOMY

Voice and choice



BELONGING

Respected and connected

COMPETENCE

Feel have ability to meet demands as emphasise "task focused" goals



Archers Experience Autonomy, Belonging and Competence in an Empowering Climate



Creating an Empowering Climate

- What strategies can you use to promote archers ABCs?
- Who is the target audience?
- What is the context (e.g., club, training, competition)?
- Any issues? (What are they)

- Make a list of your strategies (be specific) and explain why they will promote the persons' ABCs

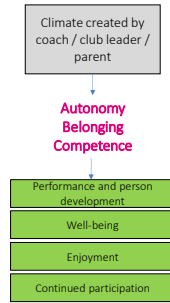


Summary

- What Empowering Archery is
- Health Related Benefits
- Motivational Climate
- Building Blocks – Autonomy, Belonging and Competence
- Judging Competence – Task and Superiority Focus
- Creating an Empowering Motivational Climate
- Your Empowering Strategies



AN EMPOWERING CLIMATE FOSTERS ARCHER'S ABCs!



Our Aims

Our aims in this workshop were to explore:

- What the foundations of Empowering Archery are
- Why being an Empowering Coach / Parent / Leader is important
- How you can become Empowering

Has the workshop met its aims?

Have you achieved your personal objectives for this workshop?

Feedback Survey

Tutor to share link to the survey in the chat box:

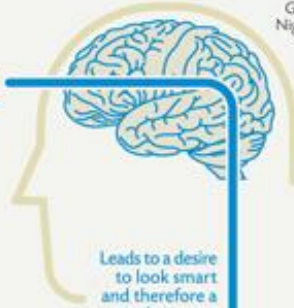
<https://forms.gle/kbpR4FieSFGXrSLG7>

TWO MINDSETS

CAROL S. DWECK, Ph.D.

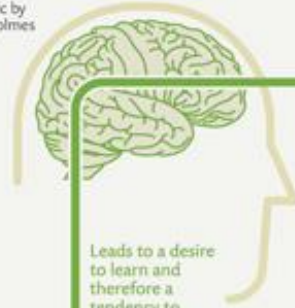
Graphic by Nigel Holmes

Fixed Mindset
Intelligence is static



Leads to a desire to look smart and therefore a tendency to...

Growth Mindset
Intelligence can be developed



Leads to a desire to learn and therefore a tendency to...

CHALLENGES

...avoid challenges



...embrace challenges



OBSTACLES

...give up easily



...persist in the face of setbacks



EFFORT

...see effort as fruitless or worse



...see effort as the path to mastery



CRITICISM

...ignore useful negative feedback



...learn from criticism



SUCCESS OF OTHERS

...feel threatened by the success of others



...find lessons and inspiration in the success of others



As a result, they may plateau early and achieve less than their full potential.

All this confirms a **deterministic view of the world.**

As a result, they reach ever-higher levels of achievement.

All this gives them a **greater sense of free will.**