

TALKING POINTS

by POSITIVE COACHING ALLIANCE

WEEK FIVE: MAGIC RATIO

- We talked before about how if we fill each others' Emotional Tanks, we will play better because people perform better when they have full E-Tanks.
- A Triple-Impact Competitor® makes teammates better by filling their E-Tanks, so this week I want us to really focus on keeping E-Tanks filled.
- You may remember the idea of the Magic Ratio of 5 positives for every criticism. Research shows that people do best when they get about 5 tank-fillers for every criticism.
- This week I want you to really crank up the number of tank fillers you say to your teammates. 5:1 may seem like a hard ratio to reach but if you look for good things your teammates are doing, I know you can do it.
- Remember I don't want you making things up that aren't true. If a teammate is goofing off, I don't want you saying to him/her, "Way to go." So you have to look for true things that you can recognize people for. Perhaps someone is really working hard on a conditioning drill. Someone else may be showing another player how to do something. When you see teammates (or coaches!) doing things that help our team, tell them!
- Also the more specific you can be the better. "Great job!" is okay but it's better if you are specific with something like, "Way to hustle on defense!"
- Finally, look for teammates who are trying really hard. Effort is the key to success, so whenever you see teammates giving a great effort, let them know.
- So starting with today's practice, I want you to try to hit the 5:1 ratio.

Discussion Points

- **Do you think you will play better this week if you are getting your E-Tank filled?**
- **Where are some areas where you can be looking to fill the E-Tanks of your teammates this week?**

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