

Lessons from sport  
and vice versa



Dealing with success and failure  
unpicking resilience



Flexing YOUR style  
checking blind spots



**PURPOSE**



**WINNING  
BEHAVIOURS**



**MINDSET**



**TEAM  
DYNAMICS**



**POTENTIAL**

# PSYCHOLOGICAL SAFETY

WHEN YOU HAVE IT:

WHEN YOU DON'T:

<i>See mistakes as opportunities to learn</i>	<i>See mistakes as threats to your career</i>
<i>Willing to take risks and fail</i>	<i>Unwilling to rock the boat</i>
<i>Speaking your mind in meetings</i>	<i>Keeping your ideas to yourself</i>
<i>Openly sharing your struggles</i>	<i>Only touting your strengths</i>
<i>Trust in your teammates and supervisors</i>	<i>Fear of your teammates and supervisors</i>
<i>Sticking your neck out</i>	<i>Having it chopped off</i>

Culture lies in the behaviours you reward and punish

(not the words on the wall)

# Relationships = trust

Sport or not...it's people that matter



# Some reflection....



What kind of styles/people do you find challenging?



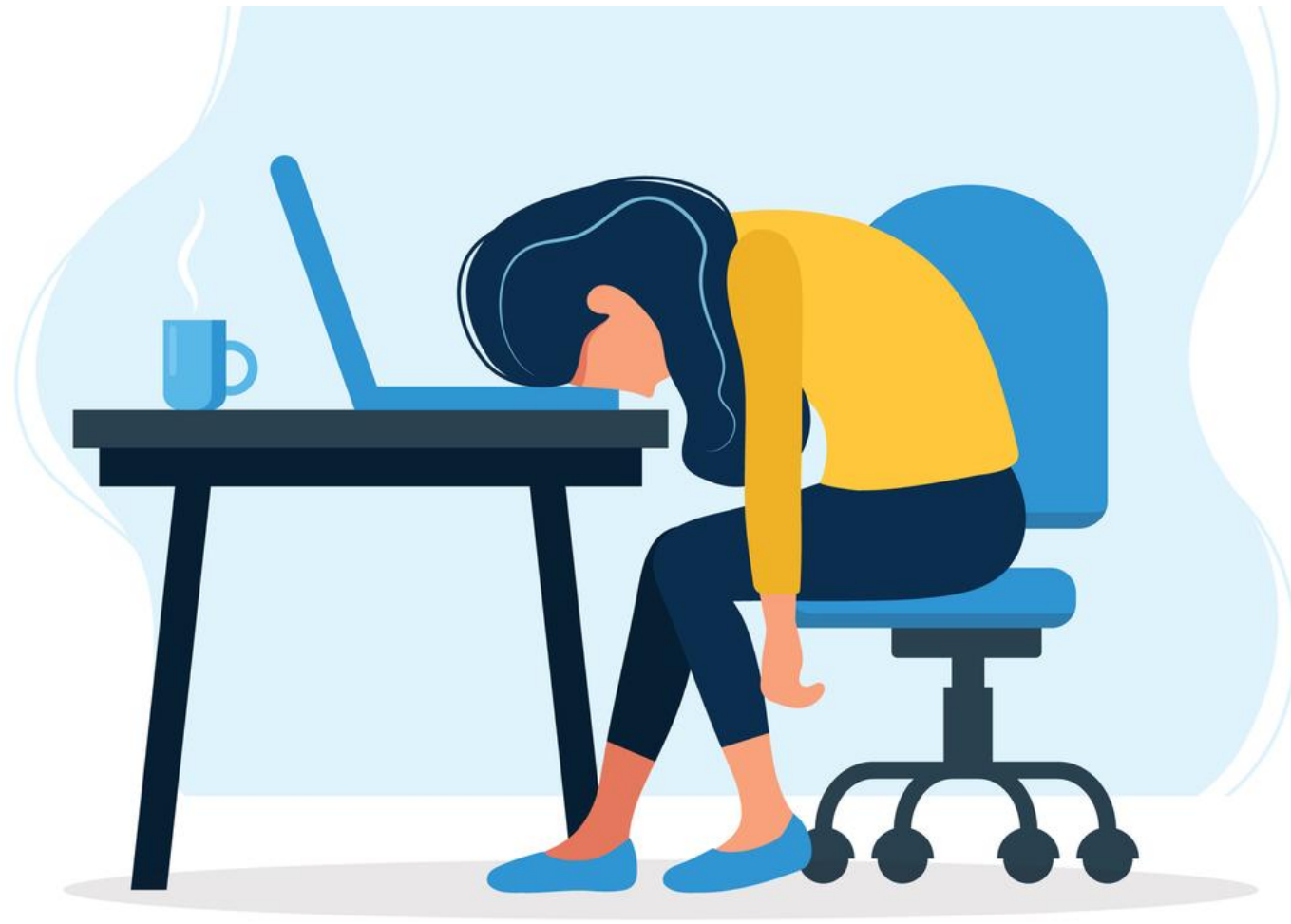
How do you behave towards them?



What could you do differently?



label  
jars  
...not  
people





# Apply



Check your predictive brain/autopilot



Challenge labels and biases – think again



Check the amount of time you spend with your 'in-group'



Play detective to find commonality

You can't always change the culture of your company, but  
you can always improve the culture of your team

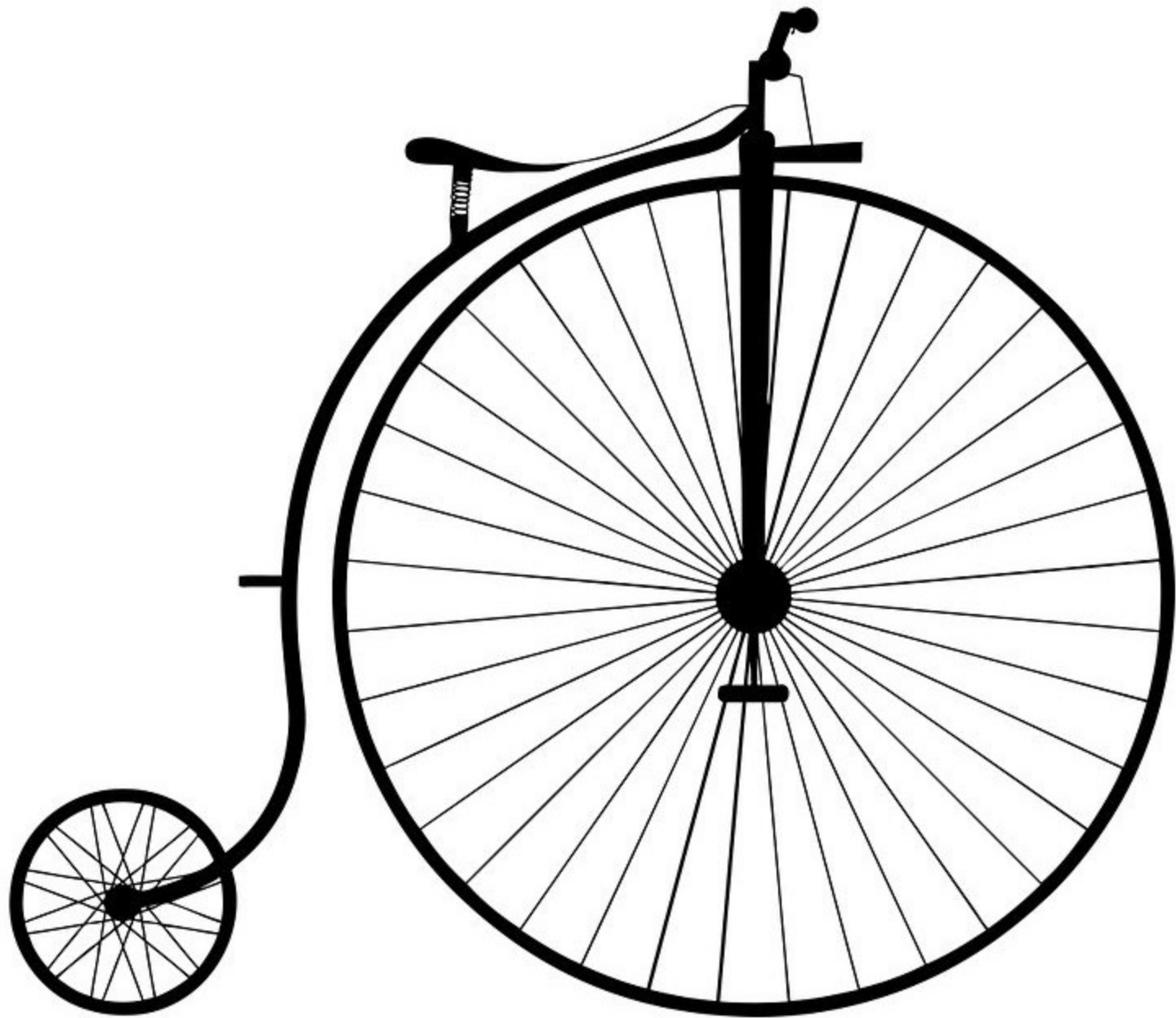
# DEALING WITH SUCCESS AND FAILURE

The role of resilience



@Cognite\_HQ

Tom Young - CPsychol - HCPC Registered





Think about one of your “loser” stories  
(We all have them!)

How do you react in a crisis?

What about when the little things build up?

- Goals and purpose
  - Self talk
  - Reflection
- Managing emotions
  - Persistence/grit



## Pessimists:

- Learned helplessness
- Perceived lack of control
- “give up”

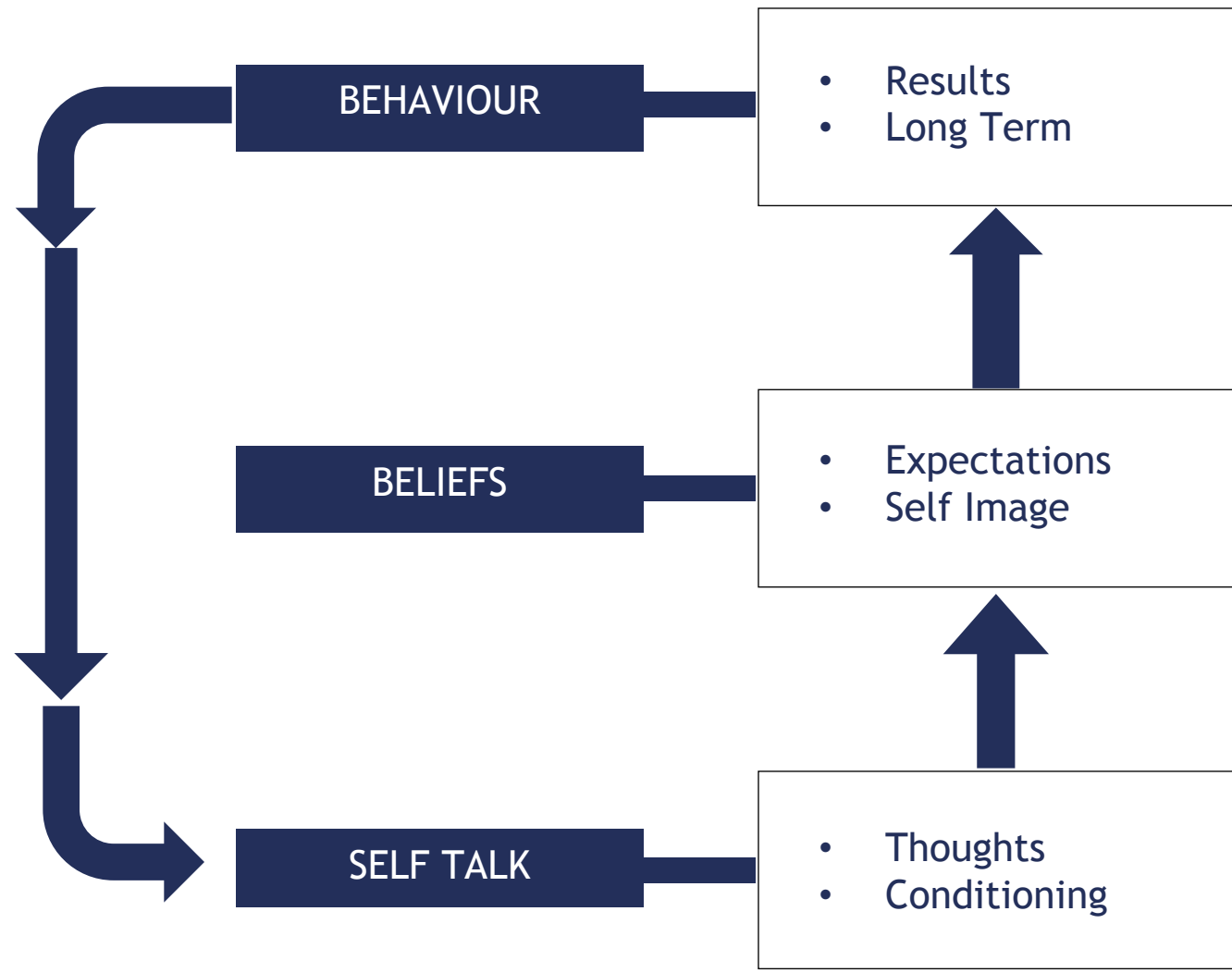
## Optimists:

- Respond to challenge
- Performance/health benefits
- Resilience

Authentic optimism  
or “positive realities”

“You cannot positive your way  
to winning the league”







# EXPLANATORY STYLE



INTERNAL

UNCONTROLLABLE

PERMANENT

GENERAL

PERSONALISATION

POWER BASE

PERMANENCE

PERVASIVENESS



(VALID) REASONS

CONTROLLABLE

TEMPORARY

SPECIFIC

# PUTTING



I'm crap under pressure

There's nothing I can do...

It's always the worst part

My putting is \*\*\*\*

**PERSONALISATION**

**POWER BASE**

**PERMANENCE**

**PERVASIVENESS**



I rushed my routine

I will take control and...

I've got a plan...

Focus on short putts

# LEADERSHIP



I'm weak and people do not respect me

There's nothing I can do...

I'll never be able to lead...

I can't lead

**PERSONALISATION**

**POWER BASE**

**PERMANENCE**

**PERVASIVENESS**

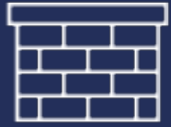


I didn't get my message across  
It was rushed

I will communicate with key people and follow up

I need to plan my time better

My presentation wasn't good enough today



## Resilience is for all

it is not the exclusive domain of the few



## Be aware of your explanatory style

challenge and reframe self talk



## Note irrational language

“must” “need” “should”



## Use it as a coaching framework

apply it with your families/team-mates