

## Calling Up

Kids these days don't work hard, are unwilling to sacrifice for others, have a bad attitude, and aren't all that grateful—and all their parents do is coddle them and tell them how great they are.

I don't think I'm able anymore. I'm not sure if it is this new generation, the sporting culture, the parents, or that I just suck as a coach.”

You don't find happiness by running from your mounting problems, but by surmounting your problems. When you try to escape negative experiences, you will only grow weaker and your problems will only grow stronger until they have more control over you.

Avoiding challenges is a challenge in itself. You cannot escape the struggle. I can see great pain in your life.

How ironic it is that in the last century, the quality of life in this country has only grown higher and higher, but people only seem to suffer from greater and greater depression, anxiety, and unhappiness

“Mark Manson, a man with a lot of problems in his own life, once said, ‘Life is essentially an endless series of problems. The solution to one problem is merely the creation of another.’

We need to arm ourselves with the principles and disciplines necessary to live out that mission, and then we need to train ourselves to do battle in the world, living by those principles no matter how our circumstances change, what problems arise, or how we are feeling in the moment.”

We need to help, love, and serve others because it is the right thing to do, not because it improves our approval rating and makes us feel better

A transformational team that is committed to serving each other . . . build it.”

Start small. Today, just commit to reading each book for just two minutes. Then take two minutes and write in that blank journal. Seems simple enough, doesn't it?"

As he did this, he started to come to terms with just how insufferable he had been these last few months, constantly complaining and grumpy with the people who loved him the most.

"I'm hiking up this mountain to grow in self-knowledge and mental strength. I suppose that's my mission."

Job, career, or calling? Are you coaching a sport, building a team, or are you building young men?"

The irony is that when you prioritize character over winning, you typically end up winning more.

Research shows that the more connected you are to your purpose, the grittier you are!"

Don't make the mistake of thinking you can avoid the struggles and failures of this experience. That's where you will gain the strength and experience to climb the mountain."

Many people look for a quick fix.

We need to repeatedly put ourselves under stress, even to the point of failure at times."

Love Others. Eagerly and selflessly serve others, not yourself. 2. Work Deeply. Build habits of joyfully giving your best physically, intellectually, emotionally, and mentally. 3. Be Resilient. Overcome fear, doubt, and failure to do the best you can within your circumstances

"No written word No spoken plea Can teach our youth what they should be Nor all the books On all the shelves. It's what the teachers are themselves."

‘Brick walls are there for a reason; they give us a chance to see how badly we want something.’ So, how badly do you want it? You’re facing an incredible challenge. You will fall, and it will hurt. But if something is worth doing, then it is worth doing wrong and failing until you can do it right!”

It’s the ten-ninety rule. Life is ten percent what happens to you and ninety percent how you react to it. We all have a story—we can let our failures become that story, or we can choose persistence and courage to do what we need to do when what we need to do is most difficult.

“People with a growth mindset don’t just seek challenges, they thrive on challenges.” James went on to explain the key differences then gave him the book *Mindset* by Carol Dweck for his reading that evening.

“You have to work hard to fall in love with the process, and when you do, the process will love you back!

It doesn’t matter much what you call them; what matters is what you’re willing to do, not what you say you are going to do.”

when we finally attain that goal, the joy ends up being very short-lived! We just move on to the next one and rarely even celebrate what we just achieved.”

Brad Stevens, the coach of the Boston Celtics, saying, ‘I know it sounds strange, but I don’t really have goals. I focus on getting better every single day.’ John Wooden didn’t care about goals, either; he was always saying that he was too focused on the process. His players say they never heard him talk about winning.

“Time is the one resource that we can’t buy more of, and how I choose to spend my time says a lot about what I value.

What is the one thing you can start doing tomorrow? What is the one thing you can stop doing tomorrow? The truth is that we need to intentionally decide what not to do, if we’re going to make time for the things we need to

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However, what is measured can be improved, and Danny needed clarity in his principles.

Everyone wants the opportunity to be a part of something greater than ourselves. 2.The man on top of the mountain didn't fall there. 3.The world doesn't need more coaches; the world needs more mentors. 4.We do the best we can with what we know. 5.Lead with love. As

Adam once said, 'Life is not a journey to the grave with the intention of arriving safely in a pretty and preserved body, but rather to skid in broadside, thoroughly used up, totally worn out, and loudly proclaiming: Wow—what a ride.'

As a young player, she realized that striving for perfection could work for you and against you. Striving for perfection or being the best will torment you. In her book, she says, 'You can make the journey hard and joyless if you never allow yourself a few moments of contentment because you are pushing so hard to do even better. This is the line I walk constantly.'<sup>6</sup> Later in her career, she started to find joy in the journey after intensive physical and mental training every day for over ten years, when others were busy sleeping and partying.

"She started to strive for progress, not perfection. She worked and competed to be her best, not the best. She redefined success.

Success is fulfilling my purpose, living by my values and principles.

I want the people at my funeral to know I loved them. I want people to talk about the positive difference I made in their lives and the world around them. I want people to be glad and grateful to have known me.

People will not want to believe you are capable of changing, because it will make them feel guilty. Guilty that they are unwilling to change themselves. Do not let the criticism of others deter you from the process of becoming your best self.”

But it will be similar to when you watch a powerful movie or read an inspiring book or listen to a motivational speaker. It will be a lot of hype and feeling, but not much will have really changed when you wake up the next morning. You will go back to work pumped up and ready to go, but then you’ll realize your circumstances have not changed. You will realize your condition has not changed, as you will still have days where you are angry, sad, and feel empty.” James shifted his position. “A transformation of being cannot happen without action.

‘We change our behavior when the pain of staying the same becomes greater than the pain of changing. Consequences give us the pain that motivates us to change.’ Are you willing to endure more of the same pain you have been experiencing? Do things need to get more painful and desperate before you start to transform the way you operate

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Daniel feels a little overwhelmed by the distance between where and who he is and where and who he wants to be. This happens to us all at one point in time. And sometimes, it can be so overwhelming that we look for quick fixes or “shortcuts.” When those don’t work, we just give up.

Be what you want your team to become.”

“I never saw myself as a ‘coach,’ I always saw myself as a teacher.

If I was in a position to see others’ faults more clearly than my own, I became a hypocrite. The best way for me to serve my players and help them with their issues was for me to address my own issues!

The writer Dr. James Richards suggests we ask, 'What is it in my behavior that makes them reach this judgment about me?'"

Except in life, the leaders who're able to change the world are the ones who're crazy enough to go against the crowd. They buck the trends and do what they think is right without care for the opinion of others. They see things as they truly are, not as they wish them to be!"

That speaks volumes to me. We support a decision as being right just because we are the one making it."

It's scary, because I have realized my mind doesn't seek the truth, it just wants to validate my perceptions even more. That's really part of what's limiting me from moving forward, I think."

We must be humble enough to ask repeatedly: How can I do this better? If you aren't doing that every single day of your life, then you're just setting yourself up for failure."

Stop being the victim of your past,

A great writer named Goethe once said, 'Hell begins the day God grants you the vision to see all that you could have done, should have done, and would have done, but did not do.'

"They called people up, not out."

Tony continued, "Calling out is defined as 'being summoned' or 'to challenge to a duel.' When we call people out, we're asking them for a fight! Critics call people out. People who believe they are superior call people out. It's negative in a sense. It's judgmental. It's about 'fixing' others. It's not about moving them to action and working to make a difference in their lives. Calling up is defined as 'to summon together, as for a united effort' or 'to bring forward for consideration or action.'

The challenge in coaching, teaching, and even parenting is that we know we have a responsibility not to tell others what they want to hear, but what they need to

hear. The problem is, we don't do it in a beneficial way that will lead to their learning and growing from the feedback.

'What is the meaning of love?' And he went on to say: 'Anybody can love something that is beautiful or smart or agile. You will never know love until you can love something that isn't beautiful, isn't bright, isn't glamorous. It takes a special person to love something unattractive, someone unknown. That is the test of love. Everybody can love someone's strengths and good looks. But can you accept someone for his inabilities?'

Just like Mother Teresa said, 'Be faithful in the small things, for it is in them that your strength lies.'"

Call people up by creating some boundaries. Start with your non-negotiables and communicate them not as rules and punishment, but as boundaries and consequences. Punishment is about the past. It is something you do to others. Consequences are about the future; they're something they do to themselves. Be sure to start by discussing the positive consequences of living in the boundaries. Some people struggle to see the difference but being intentional about what you call it will help players see it as something they did to themselves, rather than something you did to them."

Be on time 2. Always compete 3. Listen to the person who is talking." Reflect

"Great non-negotiables are simple, clear, and important, and they apply to everyone.

Coach always did a great job communicating boundaries and consequences in a way that let us know they were for our own personal good and the success of the team! They weren't about him or holding some power over us."

'People don't do things because of us; they do things because of who they are.'

I have some work to do to help them see practice and team camp as a privilege, not an entitlement

Kids are not born more entitled, it's the way we're raising them.

Starting tomorrow, if you choose to be late, you will lose the opportunity to come in and get better. What can you do to ensure you get out of bed and get to practice on time?"

and constantly reminded them to act in accordance with who they wanted to become.

Daniel listened intently, instead of trying to be the smartest guy in the room or the authority figure. He was more focused on listening and learning from his staff.

he appreciated the opportunity to coach them this upcoming season, which was a line from his favorite coach, Gregg Popovich.

The staff gave every player a practice uniform and a book called Fearless by Eric Blehm.

By raising the standards and expectations, we are letting them know we believe in them. Research shows that when cadets go through hellish training, their brains convince them that they must value what they are doing. It increases levels of commitment, connection, and loyalty to the collective team."

think of their greatest teammate ever. "What qualities did you admire most about the person? What made them an exceptional teammate?"

from the Latin word *competo*, which means to strive toward excellence. Competing is about being your best and striving for excellence. Starting

Our body language—the heart posture toward your players that you have been training—is communicated far before we start talking. Andy is here to help you become more intentional in the way you communicate

we need to praise effort, not achievement,

"When you say something to a player," John began, "it doesn't matter what it means to you. It matters what it means to that player. That's another reason why it's important to be intentional about our language."

Instead of saying you 'must' or 'need to,' try saying 'consider' or 'try to' more often. I still struggle with this as well, but it's a small change that can help empower rather than control.

"Remember, what is greater than why. If you notice, I didn't ask you why you did things today, I just focused on solutions and asked what you should have done. You do a good job by asking players to self-evaluate but continue to develop some power questions you can ask!

As Daniel drove home, it hit him: the parents were not disrespectful, unappreciative, and rude to him because of him, they were doing those things because of who they were and what they were going through.