A group of volleyball players in white jerseys are huddled together on a court. The players have their hair tied back with yellow ribbons. The background is a blurred crowd of spectators.

Coaching the Z's: Secrets for Training Your Staff to Win on the Field with the Z's

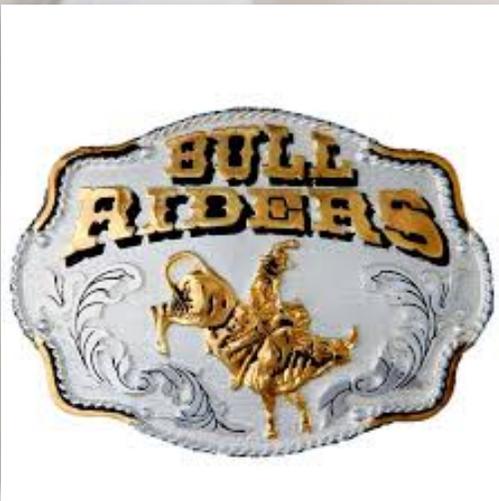
Presented by Jean Kesterson, retired volleyball coach Indianapolis Cathedral High School.
President of the Indiana High School Volleyball Coaches Association (IHSVCA)

Who is Generation Z?

- Born between Generation Z born 1995 to 2015 (Millennials born 1980 to 1995.)
- Influenced by significant sociocultural and economic events:



Gen Z's shorter attention spans because of technology, about 8 seconds



Who is Generation Z?

- Sees sports more as a health tool not play.
- Will not tolerate mistreatment or discrimination, especially group punishment.
- 61 million strong



Gen Z in Your Huddle



How should you coach Gen Z?

- **Good communication is the key, don't yell and you should remain calm.**
- Be positive and encouraging and let them know you care about them as a person.
- Know your sport.
- Involve team in the decision-making process
- Listen to what they have to say to gain their trust

How Should You Coach Gen Z?

- Set clear expectations for practice, behavior and engagement
 - Establish team norms
- Ask open-ended questions to facilitate feedback and give athletes a voice
- Teach the skills needed to deal with adversity, like losses and setbacks
 - Drills that are hard to win

How Should You Coach Gen Z?

- Explain **WHY** drills and activities
 - Be as brief as possible
- Provide choices and responsibilities for athletes and coaches
 - Hold athletes accountable
- Use technology to provide visual aids
 - Use texting primarily for logistical communication

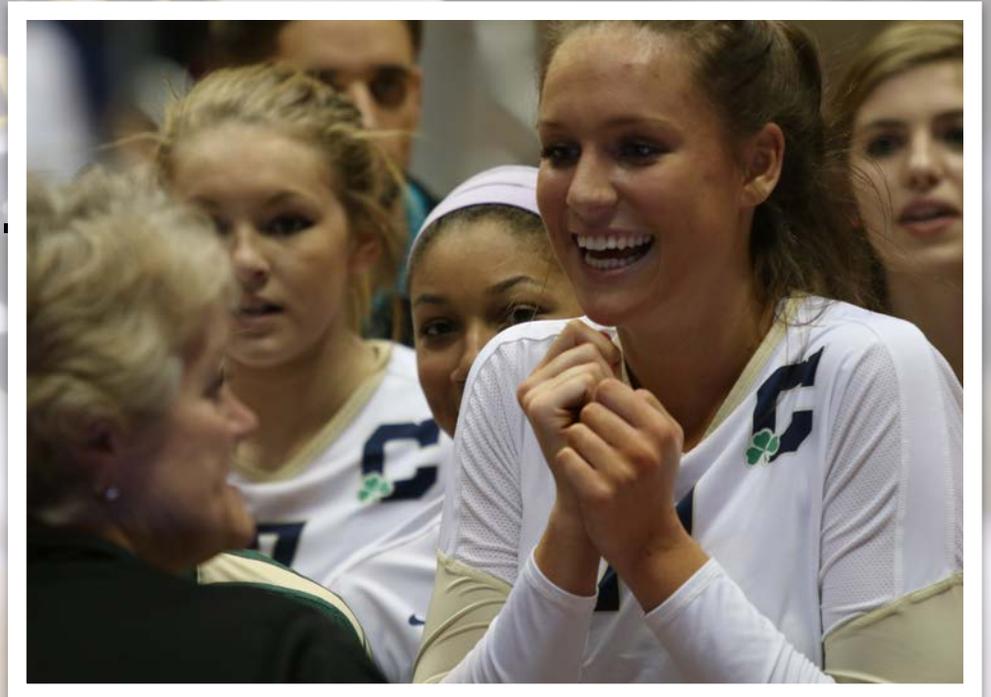
Explain the 'Why'

- Athletes expect adults to have done their homework.
- Provide quick rationale for skill development and training methods.
- Spend time developing quality practice plans.
- Be prepared



Communicate Effectively

- Ask open-ended questions
- Practice face-to-face conversations in team meetings.
- Use text messaging only for logistical communication.
- Switch up the method of communications (i.e., videos, articles, and demonstrations)



Be Direct

- Be direct at the start and end of training sessions and during pre-game or half-time speeches.



Focus on Quality Over Quantity

- Watch for overtraining and burnout symptoms.
- Using periodization principles when scheduling training and competitions.
- Have a hit count or throw count.
- Keep score during drills.



Build Independence

- Give athletes some autonomy
- How? Gives them
 - Choices
 - Responsibility
 - Coaches support
- Give them opportunities to take ownership
- **Must be earned!**



Promote Resiliency

- Gen Z have heightened difficulties dealing with adversity.
- Creating pressure and challenging situations in training, along with teaching appropriate coping strategies



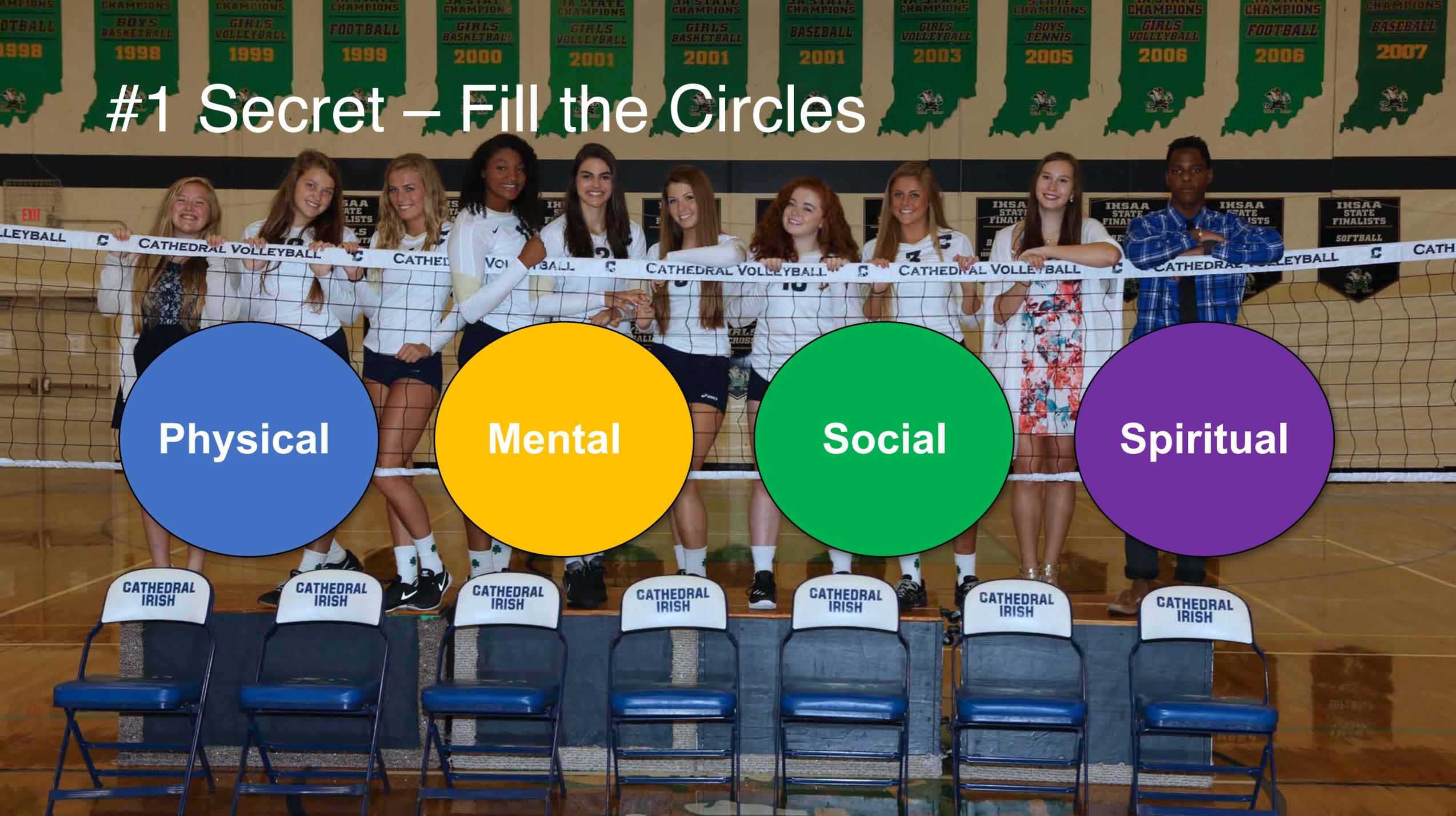
#1 Secret – Fill the Circles

Physical

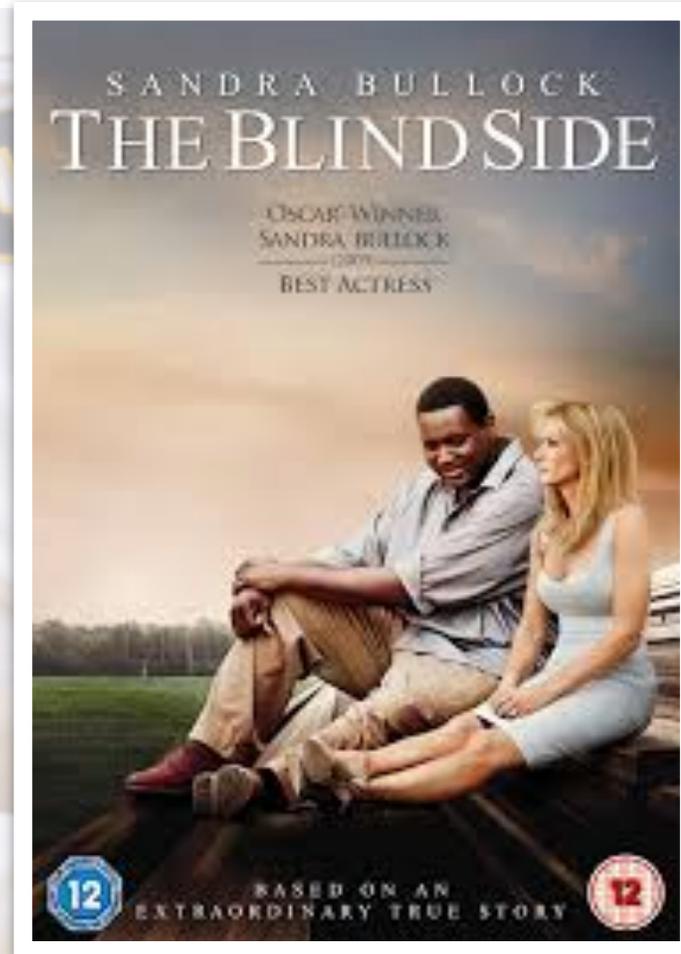
Mental

Social

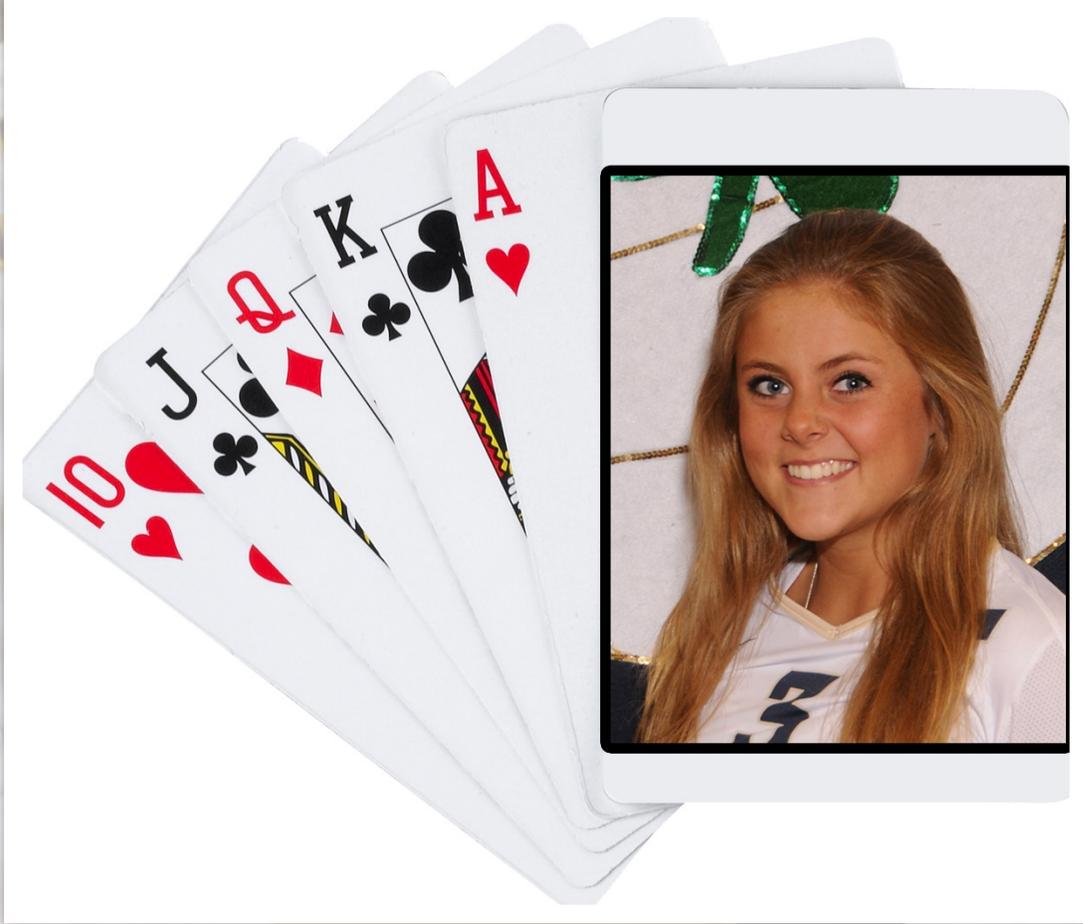
Spiritual



#2 Secret- Get to Know Your Players



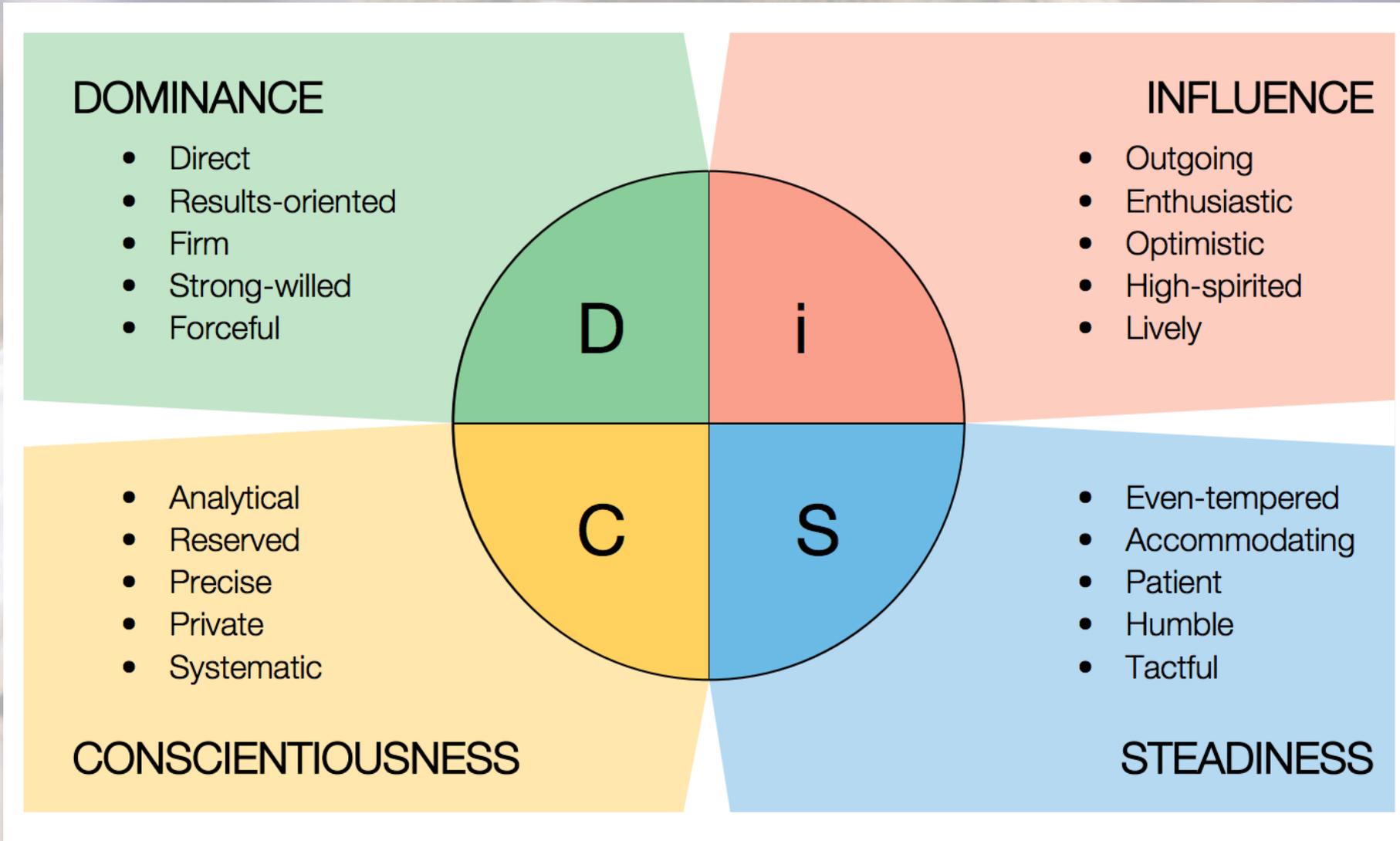
Disc Profile



Disc Profile



DISC Personality Profile



Secret #3—Build a Team Around Your Strengths

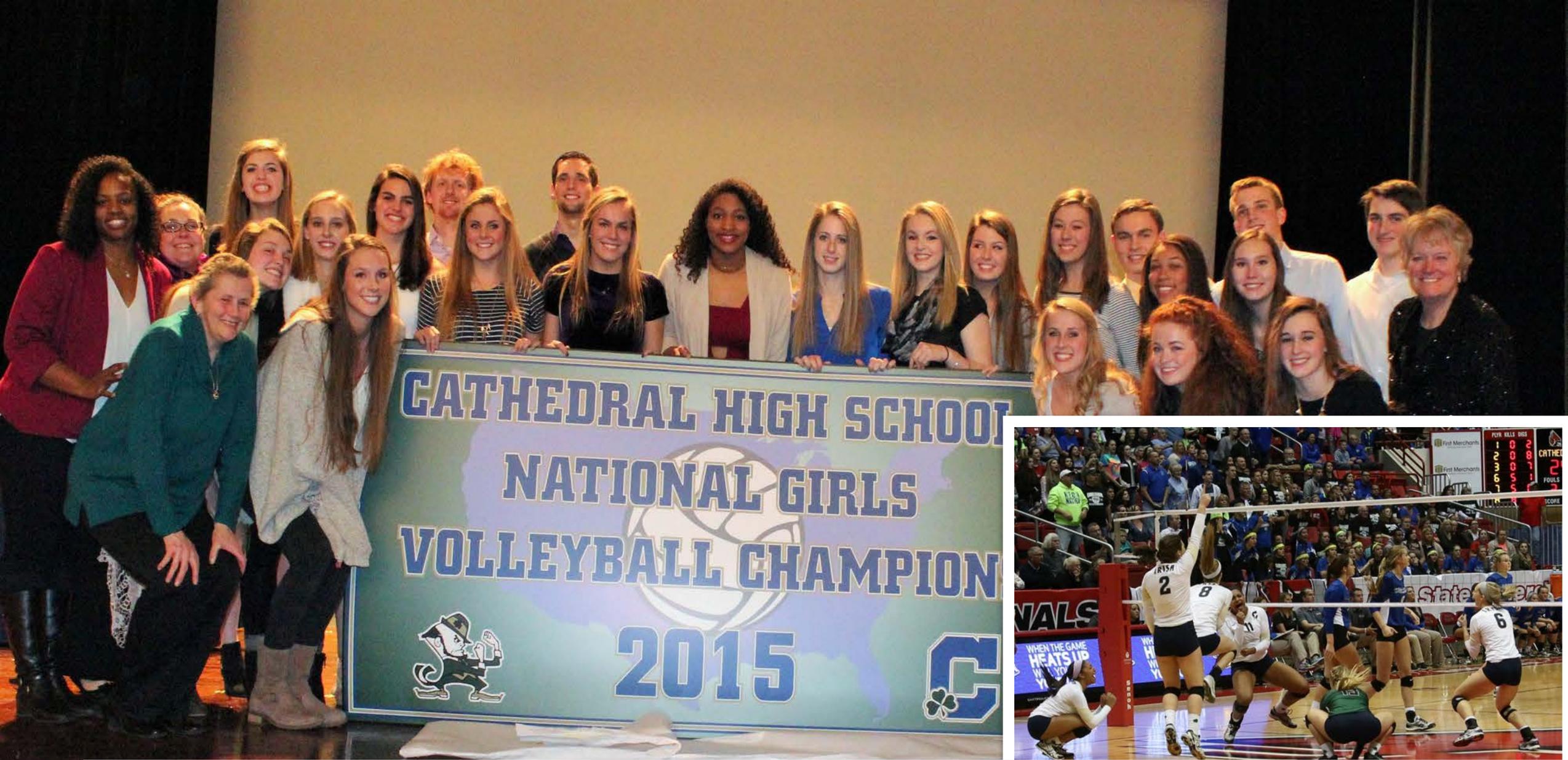
| EXECUTING | INFLUENCING | RELATIONSHIP BUILDING | STRATEGIC THINKING |
|---|--|--|--|
| Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative | Activator Command Communication Competition Maximizer Self-Assurance Significance Woo | Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator | Analytical Context Futuristic Ideation Input Intellection Learner Strategic |

#3 Secret - Know How to Motivate (Dan Pink)

- **Autonomy**
 - Don't micromanage
 - The controlling coach is a dinosaur and a bully (new Indiana anti-bullying law)
- **Mastery**
 - Fill all 4 circles
- **Purpose**
 - Have goals that scare you – like **NATIONAL CHAMPIONS**

Secret #4 Look for the Good

- A winning positive attitude is contagious.
- The energy is contagious.
- The fun on the field is contagious.
- Selling them on of process is important.
- Find something that the team is doing better now than last week.



Performance Goals get you to Outcome Goals.