

# CREATING A HEALTHY PERFORMANCE TEAM

## THINK COCKTAILS, NOT TEQUILA!

Tequila is effective, but also abrasive and can be hard to take. Cocktails combine key ingredients and create something fantastic.



### AN EFFECTIVE SUPPORT TEAM SHOULD HAVE:

- Shared ambitions
- Shared connections
- Shared responsibilities
- A common language

**DON'T** use a system that supports isolation and allows practitioners to work in silos.

**DO** develop an integrated support team.

**DON'T** focus solely on skills when recruiting team members

**DO** choose staff members who will fit into the team dynamic

**DON'T** just listen to the highest paid or qualified person in the team

**DO** involve the whole team in decision making

*Silos - each group, then, is trying to do the right thing, but they are pulling in different directions. If any one of those groups “wins” we lose.*  
(Catmull, 2014)

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## WATCH OUT FOR HIPPOS (HIGHEST PAID PERSON’S OPINION)

Just because the highest paid person in the organisation has an idea, it doesn’t mean it’s the best idea!



## SUPERHEROES CAN ALSO BE DANGEROUS

There may be times when they save the day but often the price to pay is a trail of destruction!

*The performance team are at best helpers to the athletes and coaches. Display humility and avoid the hubris that we ‘have the all answers’.*  
Adapted from (Foster, 2019)

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### References

Foster, C. (2019). Sport Science: Progress, Hubris, and Humility. International Journal of Sports Physiology and Performance, 14(2), pp.141-143.  
Catmull, E. (2014). Creativity, Inc.: Overcoming the Unseen Forces That Stand in the Way of True Inspiration. London Bantam Press.

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