

## Coaching the Uncoachables – from Wayne Goldsmith

Successful Swimming Programs involve so much more than technique, physiology and programming. When it comes down to it, the day to day coaching of sport is not that difficult. Get the physiology right. Teach the basics well. Come up with sensible, logical game plans and competition strategies. It's not rocket science.

However, these things are not coaching. They are merely teaching the mechanics of the sport: they are more about learning than leadership, more about information than innovation and more about instruction than inspiration. These are not the things that determine success: these are not the things that mean the difference between winning and losing. The things that do determine success and the things that do mean the difference between winning and losing are much harder to find and even harder to measure. They are the un-coachables: those intangible, elusive factors which make champions champions and winning teams unbeatable.

The un-coachables are:

1. Desire
2. Desperation
3. Hunger for success
4. Determination
5. Resilience
6. Passion
7. Motivation
8. Unbreakable self-confidence

You can't force someone to have "desire".

You can't run a training program about "desperation" or "hunger for success".

You can't get a motivation expert in to create "motivation" in your athletes - it does not work.

You can't artificially create "passion".

**You don't coach the un-coachables: you work with your athletes and help them to discover the un-coachables for themselves.**

How we do that:

- Building a team "we not me"
- Presenting challenges
- Allowing swimmers to 'fail'
- Focussing on the intrinsic rather than the extrinsic
- Fostering independence in everyday actions
- Teaching kids to get comfortable with being uncomfortable – both in and out of the water
- Being careful what we say to our swimmers; if in doubt remember "nice bathers!"