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UK Coaching Team
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Thriving Environments: Fostering a Thriving Culture of Development

The second in a series on thriving environments, this infographic contains key tips to help you create a thriving culture within your coaching environment, developed in partnership with Elliott Newell

Creating a thriving culture is an essential factor in enabling your participants to thrive. This infographic highlights six important concepts for you and your coaching team to consider when establishing a thriving culture for development.



Fostering a Thriving Culture for Development

- Define development with a long-term focus.** One of the biggest threats to a thriving culture for development is a preoccupation with coaching for **short term outcomes**, rather than coaching for **longer term successes**. Enable your environment to be defined by learning now in order to **achieve great successes** later down the line.
- Make it mean something!** Fostering development environments in which all participants "buy-in" and embrace the journey have to hook people into personal and shared meaning. Use visions, goals, stories and connection activity to ensure your environment and the purpose you aspire to is inspirational. What's your **why** and what's the **why** of the athletes you work with?
- Regularly meet basic psychological needs.** Self-determination theory is one of the most robust psychological models out there. Ensure your athletes sustain the motivation necessary to develop by meeting their basic psychological needs of **autonomy, competence and relatedness**.
- A secure base to explore.** Development often requires risk taking and courage to step out of our comfort zone, to trust, or to try new things. Help athletes to have the confidence to do so by providing them with a consistent, non-judgemental, familiar and supportive "base" from which to explore their learning environment.
- Be consistently consistent.** Not doing what we say we are going to do or failing to match actions with words undermine trust. We can also damage trust if we are inconsistent with what we say, how we make decisions, and how we behave.
- Clarity of behavioural expectations.** Thriving cultures of development have clear behavioural standards that are adhered to by all consistently. There should be clear aspirational behaviours people strive for, as well as clear boundaries that define unacceptable behaviours that undermine the intended development culture.

[VIEW AND DOWNLOAD THE TIPS AS A PDF](#)

Reflect

How would you describe your environments' culture? Does it enable your participants to thrive?

How do you think others might describe your environments' culture? Your participants, parents, external visitors? Ask them, then reflect on any significant differences.

Which of the concepts above do you recognise in your environments' culture? What is missing?

Continue Learning

Learn more about thriving environments and how the environment you establish supports the people you coach in our series

[READ THE FULL SERIES](#)

Related Resources



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- [Creating a Positive Learning Environment](#) [View](#)
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UK Coaching Team

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