

Humanity in:
**COACHING
WORKSHOP**

**WARM-UP EXERCISES
WORKBOOK**





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PRE-WORKSHOP
Workbook

1. List some appreciation for the experiences and people along your journey. Who have been your teachers, mentors & colleagues? What have you learned from them? What challenging experiences have taught you “what not to do”?

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2. What roles have you played and what skills have you developed? What are your areas of expertise? Feel free to look at your CV and reflect on experiences you've had as an athlete.

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3. What do you hope to explore, discover, learn or reinforce in these workshops? What goals do you have for this season?

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4. What fears do you have going into these workshops? What topics are uncomfortable for you? Why might that be? What might you want to share with the facilitator to address your concerns, increase your enjoyment, and enhance your participation? Email team@humanityhp.com or chrissy@humanityhp.com.

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5. Explore the concepts of identity. How do you describe, present, and think about yourself? What roles, traits, and characteristics express who you feel you are (not how other perceive you)?

6. List the top 5 aspects of your identity/personality. Rank them in order of importance as to how much they represent who you are? 1 is the most representative trait and 5 is the least.

- 1.
- 2.
- 3.
- 4.
- 5.



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7. Remove the bottom 2 traits in your top 5 list. What would that mean to you? In what ways have you had to hide aspects of yourself in certain situations? Reduce your list to 1 trait - how challenging was it to leave off pieces of your identity?

- 1.
- 2.
- 3.

8. Consider in what ways you communicate to others that you welcome all aspects and intersections of their identity in your gym. Are certain populations of your community NOT represented in your club/team? Are there certain attributes, personalities, gender identities, ages (etc) that you are not comfortable coaching? Explore the feelings and thoughts that arise and how it impacts your experiences, team, and community.



9. Choose five people that are close to you (colleagues, friends), but not related. Place a Yes if they have the same identity as you or No if they differ from you. You are the judge of categories and definitions. (ie, age brackets, income levels, etc).

AFFINITY EXERCISE

IDENTITY	PERSON 1	PERSON 2	PERSON 3	PERSON 4	PERSON 5
Gender identity					
Age					
Ancestry, colour, race					
Sexual Orientation					
Ability (mobility, learning etc)					
Education					
Income					
Language Skills					
Creed (beliefs, religion)					
Family Status (single, married, parent, etc)					



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10. Values Exploration. What experiences influence your values? How have your values and beliefs changed? What contradictions exist within your beliefs (requires nuance to explain/understand)?

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11. Write down 3-5 core values and a mission statement to guide your season this year. Write a vision statement for your leadership and coaching career.

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12. Ikigai - What do you love to do and who do you like to spend time with? What are you good at and what's easy for you? What do people ask you to do and what gifts do you have to give? What do you find fulfilling and what feels rewarding/fun to do?

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13. Define your zone of genius. What activities, tasks, and skills that fall into the zones of incompetence & competence can you delegate? What areas need your attention to reach your goals?

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14. WHY do you coach? Who are you as a leader? What is your predominant leadership styles?

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15. How do you define success as a leader? What does success look, sound, and feel like for your team, athletes & community? How do you measure success? How do you receive and respond to feedback?

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16. In terms of this season, clearly define one sentence for each question: 1. What do you want? 2. How will you get it? 3. What will you need to overcome (obstacles/challenges)? 4. How will you know when you get what you want?

17. For this season, consider: What expertise do you commit to sharing? What topics/skills do you commit to learning? What issues are a challenge for you and how will you address them? What rewards keep you motivated?



Notes & Questions:

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Resources & Links:

- Start in a Good Way: Greg Henhawk on “Indigenous Ways of Knowing and Doing Connected to Physical Literacy, Diversity, and Collaboration in Sport”: <https://sirc.ca/articles/indigenous-diversity-collaboration-in-sport/>
- Protected Personal Characteristics & Human Rights: <https://www.chrc-ccdp.gc.ca/individuals/human-rights/about-discrimination>
- Identity & Intersectionality: <https://ecampusontario.pressbooks.pub/universaldesign/chapter/positionality-intersectionality/>
- 9 Cognitive Biases You Need to Avoid: <https://www.youtube.com/watch?v=jb0oxpQAZv0>
- Anti-Racism PlayFair Toolkit: <https://www.playfairtoolkit.ca/toolkitsignup/>
- List of Values – Brené Brown: <https://brenebrown.com/resources/dare-to-lead-list-of-values/> or Living More: https://qualitycharters.org/wp-content/uploads/2016/10/Hiring-For-Fit_Values-List.pdf
- Ikigai: https://www.japan.go.jp/kizuna/2022/03/ikigai_japanese_secret_to_a_joyful_life.html
- Zone of Genius: <https://www.thejoyofbusiness.co.uk/how/how-to-find-your-zone-of-genius/>
- Start with Why – Simon Sinek: <https://youtu.be/tF7YLGpOoz8?si=Axytbg6Y0kEJTtlx> and <https://www.youtube.com/watch?v=1CuZyq6ckGE>
- Leadership Styles: <https://professional.dce.harvard.edu/blog/how-to-determine-what-my-leadership-style-is/> and Mentorship Styles: <https://www.togetherplatform.com/blog/mentoring-styles-7-types-when-to-use-them>