

TOP TIP #7

Commitment and accountability are skills that require practice.

Research – both in and out of sport – has identified commitment and accountability as integral for performance success. In short, commitment is important as it helps create focus and direction. Accountability is important, as it helps us create a culture of responsibility, help resolve conflicts, and learn from our mistakes. Collectively, commitment and accountability help build trust, and facilitate personal and collective growth and performance.

HELPFUL DEFINITIONS:

Commitment: The state of being dedicated to a task, action, or a behavior (e.g., dedicated to attend practices, dedicated to putting in hard work and effort).

Accountability: The act of taking responsibility for one's actions and behaviors (e.g., practice attendance, working hard).

Much like other cognitive-affective-behavioral skills, commitment and accountability are dynamic in nature and require systematic practice. Coaches are instrumental in facilitating the practice and mastery of both skills. Some effective strategies include tracking and rewarding attendance, asking reflective questions pre-and post-practice, leading by example, setting clear expectations of commitment for parents and athletes, and following through with accountability.

"Accountability is the glue that ties commitment to the result."

- Bob Proctor, Canadian self-help
author and lecturer

Critical Questions:

What does commitment look like to me?

What does accountability look like to me?

How is commitment and accountability expectations communicated to parents and/or athletes in my work setting?

How do I teach and monitor commitment and/or accountability to my athletes?

How do I reward commitment and/or accountability with my athletes?

In coaching, our own behaviors are a language. Ask yourself:

Are my words and behaviors consistent with each other?

When it comes to commitment and accountability, do I practice what I preach?

