

# FACTSHEET: DEVELOPING TEAM RESILIENCE

In sport, it is necessary to be able to perform under pressure. Team resilience is an important psychological characteristic in the development of performing under pressure and athletic success. It enables teams to positively adapt and maintain their collective functioning when performing under pressurized situations.

**Pressure interventions are used in the development of team resilience. This intervention revolves around creating a challenging and supportive environment where the team is enabled to learn to cope with stressful pressurized situations.**

## CREATING A CHALLENGING ENVIRONMENT

- USE GAME SIMULATIONS TO DELIBERATELY MANIPULATE THE TEAM'S PRACTICE ENVIRONMENT.
- THE AIM IS TO EXPOSE THE TEAM TO INCREASED PRESSURE THAT EVOKES A STRESS RESPONSE, SO THAT THEY LEARN TO PERFORM WELL DESPITE THESE CIRCUMSTANCES.

## CREATING A SUPPORTIVE ENVIRONMENT

- IMPLEMENT A WORKSHOP THAT DISCUSSES THE CONCEPT OF PRESSURE AND CREATE A SENSE OF 'TOGETHERNESS' WITH THE TEAM.
- USE FEEDBACK AND REFLECTION MOMENTS TO POSITIVELY EVALUATE AND INTERPRET THE EXPERIENCED STRESS, PRESSURE AND REACTIONS/BEHAVIOUR IN RESPONSE TO THESE CIRCUMSTANCES.

## GAME SIMULATIONS

Design the game simulations:

- In collaboration with the team, they know their stress the best!
- With the use of the planned disruption model
  - Physical: manipulating physical parameters, such as fatigue.
  - Mental: create mental challenges by attaching consequences or rewards.
  - Environment: create a challenging practice that resembles a pressurized situation.
  - Task: create a difficult task, such as winning after trailing in the final minutes of a game.

## TEAM RESILIENCE BEHAVIOUR

Recognizing and observing team resilient behaviour in pressurized situations is useful and important for coaches. It provides an opportunity to immediately identify and guide the developmental process.

# Developing team resilience:

## In practice

### Guideline for the development of team resilience

1

#### Observing behaviour

A behavioural observation list can help in observing resilient behaviour of the team and indicate the developmental points.

Examples of resilient behaviour:

- Encouraging teammates
- Communication during defense and offense

Tip: Use the list as a feedback tool later in the intervention!

2

#### Start the intervention

The intervention consists of 3 elements:

- 1 workshop
- Multiple game simulations
- Reflection moments after each game simulation

Follow this order during the execution of the intervention.

3

#### Workshop

Create an interactive group discussion regarding stress, behaviour and team goals during pressure!

Tip: 'Togetherness vs. Imposed!'

Give good explanations to the team why they will be exposed to pressure to ensure the team understands the importance of exposure.

4

#### Practice under pressure

Perform the designed game simulations at the end of a training session.

Note: The coach is not allowed to interfere with the team performing the game simulation.

Tip: Use the clock and end-game scores to increase pressure!

5

#### Camera set-up

It is optional to record the game simulations. Use one camera (e.g., videocamera or phone) to do the recordings.

Tip: Place the camera on the corner of the base line to record the offense and midline to record the defense.

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#### The reflection moments

After each game simulation the whole team needs to participate in a reflection moment, that is guided by the coach.

Tip 1: Use open-ended questions to stimulate a group discussion.

Tip 2: The video recordings and behavioural list can be used when giving feedback.