



MENTORING

FEMALE

ATHLETES

# GROUP IDENTITY DYNAMICS

## EMPOWERMENT

- ☐ PROVIDE OPPORTUNITIES FOR ATHLETES TO MAKE CHOICES FOR WHAT THEY NEED & WANT
- ☐ SET THE EXAMPLE BY LISTENING TO AN ATHLETE WHEN THEY SPEAK UP INSTEAD OF BRUSHING IT OFF
- ☐ ASK YOUR SWIMMERS QUESTIONS DURING THE WORKOUT ABOUT WHAT THEY ARE DOING THAT HELPS THEM GAIN OWNERSHIP.
- ☐ GOAL IS TO INCLUDE THE ATHLETE IN DECISIONS

## COMMUNICATION

- ☐ TALK WITH RATHER THAN TALK TO THEM. LEARN HOW THEY BEST RECEIVE CRITIQUE. BE MINDFUL.
- ☐ CREATE AN OPEN DOOR FOR COMMUNICATION AND A SAFE ENVIRONMENT TO SHARE.
- ☐ TAKE TIME TO DEVELOP RELATIONSHIPS. EACH ATHLETE WILL BE COMMUNICATED WITH DIFFERENTLY.
- ☐ CREATE A SENSE OF BELONGING & COMFORT WITH RELATIONSHIPS WITHIN THE TEAM.

## LEADERSHIP

- ☐ ROLE MODELING, LEAD LANES, LEAD TEAM PROJECTS.
- ☐ CREATE OPPORTUNITIES TO LEAD. BIG SWIMMER/LITTLE SWIMMER. PRACTICE PARTNERS.
- ☐ GIVE ATHLETES LITTLE THINGS THAT THEY CAN DO TO GROW AS A LEADER DAILY.
- ☐ SHARE YOUR VISION & ENCOURAGE THEIR POTENTIAL TO LEAD!

## TEAM PRIDE

- ☐ WOMEN LIKE TO BOND BEFORE THEY BATTLE. SHARE EXPERIENCE BUILDS PRIDE. TALK ABOUT COMPETITION VS. COMMUNITY!
- ☐ WHEN THE TEAM GETS BETTER, EVERYONE GETS BETTER! IT ALL STARTS WITH CULTURE!
- ☐ CREATE THEMES FOR MEETS OR FINALS GIVES SWIMMERS A SENSE OF TOGETHERNESS. IT CREATES SO MUCH EXCITEMENT FOR WHAT THEY ARE DOING!
- ☐ ENCOURAGE ACCOUNTABILITY! IT CREATES MAGIC!

# FINDING & OWNING YOUR VOICE

## KEYS TO SUCCESS

CLAIRE DONAHUE - WHITE  
NATIONAL & SECTIONAL  
TAC TITANS

- ASK QUESTIONS!
- LISTEN MORE THAN YOU TALK.
- ALWAYS BE A STUDENT OF THE SPORT YOURSELF.
- PROCESS: HOW DO YOU WANT THEM TO GET WHERE THEY ARE GOING? PROVIDE OPPORTUNITIES FOR THEM TO GET THERE!

JAMIE BLOOM  
NATIONAL TEAM COACH  
YOTA SWIM TEAM

- MENTORING IS A TOOL FOR DEVELOPMENT
- CREATES PRIDE IN THE GROUP
- MENTORSHIP ENHANCES SELF-CONFIDENCE
- MENTORSHIP ENCOURAGES POSITIVE WORK ETHIC
- PROVIDE LEADERSHIP OPPORTUNITIES
- PROVIDE SAFE SPACES TO RECEIVE ADVICE & GUIDANCE

PAM SWANDER  
COMMUNITY LEADERS REP  
STREAMLINE TEAMS

- UNDERSTANDING THE WHOLE PERSON, WHAT THEY WANT TO GET OUT OF THE SPORT. UNDERSTAND THEIR WHY AND COACH THEM INDIVIDUALLY WITHIN A TEAM ENVIRONMENT.

MARKELL LYNNG  
SPORTS PERFORMANCE  
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- IF SWIMMERS EXPRESS THINGS AND ARE HEARD BUT NOTHING IS DONE, THEN THEIR VOICE "DOESN'T MATTER". TAKE ACTION.
- EXPRESSION IS IMPORTANT AND SHOULD BE VALUED.

# Mythbusters

SWIMMERS DON'T WANT TO MENTOR OTHER SWIMMERS

SWIMMERS WON'T PUT IN THE EXTRA TIME TO HELP A TEAMMATE

MENTORING IS INCREDIBLY TIME-CONSUMING

ALL MENTORS NEED TO BE EXPERTS AT MENTORING

I HAVE TO FIND A MENTOR CLOSE BY

TEAMMATES CAN'T BE MENTORS

OTHER COACHES ON MY TEAM STAFF DON'T HAVE TIME TO HELP ME

ATHLETES DON'T WANT TO GIVE BACK TO THE YOUNGER TEAM GROUPS

I THINK I WILL BE A BURDON IF I ASK FOR HELP

# WAYS TO EDUCATE

## ON DECK

### WITH ATHLETES

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- MODEL EVERYTHING! TAKE CARE OF YOURSELF
- ASK QUESTIONS, BE ENGAGED!
- TEACH UNIFYING SKILLS
- GIVE EMOTIONAL SUPPORT

## WITH STAFF

### IN DISCUSSIONS

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- BODY IMAGE, FOSTERING CONFIDENCE, MENSTRUAL CYCLE AWARENESS.
- ENCOURAGE STAFF TO SPEAK UP AND MODEL EXPRESSION!
- LISTEN TO SEE WHERE THE DISCUSSION NEEDS TO GO & WHAT CAN BE TAUGHT
- SHARE EXPERIENCES TO HELP OTHERS GROW IN THEIR CAREER

## WITH PEERS

### WHILE NETWORKING

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- SHARE THAT YOU ARE LEARNING, HOLD EACH OTHER ACCOUNTABLE!
- BRAINSTORM TOGETHER!
- CREATE CONVERSATIONS & CHECK IN WITH EACH OTHER!
- ATTEND WORKSHOPS TO MEET OTHERS AND GIVE BACK

# AWARENESS & EDUCATION RESOURCES

- JEFF RAKER'S BOOK - NOW THAT'S A GREAT QUESTION
- JOHN WOODEN'S BOOK - WOODEN ON LEADERSHIP
- FACEBOOK GROUPS FOR WOMEN IN SWIMMING
- STREAMLINE TEAM'S EVENTS & FORUM DISCUSSIONS
- WOMEN'S SPORTS FOUNDATION
- USA SWIMMING
- WECOACH
- TED TALKS