

TOOLBOX TOPIC:

Openness Skill

E.I. Skill:	Openness (1 of 5)	E.Q. Competency:	Self-Awareness
Team Leader:		Date:	
Head Coach:			

Definition: What is Openness?

- Willing to listen and receive feedback.
- Open to differing opinions and points of view.
- Teachable.
- Free from bias or prejudice.

**(+) Behavior Patterns:** Athletes proficient in this skill will demonstrate these behaviors.

- Allow others to correct them.
- Withhold judgment and consider different perspectives.
- Show curiosity and a willingness to learn.
- Explore different options and approaches.
- Lack ego and arrogance.
- Exhibit humility and sincerity.
- Demonstrate openness and approachability.
- Socialize readily.

Who demonstrates these behaviors:

1. _____
2. _____
3. _____

Why does the Openness Skill matter in Athletics?

- Openness is vital to avoid your own ignorance, isolation, and poor decision making.
- Openness builds trust and invites others to work with you.
- Openness reduces the risk that you will have big, personal blind spots.
- Openness is inclusiveness and an appreciation of diversity and differences in people and their behavior, beliefs, and thinking.
- Openness helps you develop better judgment.

Feedback | Notes:

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Development Tips: To increase performance in this skill, apply these best practice techniques.

- Give people permission to disagree with you.
- Remind yourself what others have taught you.
- Listen to others. Don't fall into the trap of thinking you have all the answers.
- Look at mistakes as learning opportunities.
- Share information as openly as you can.
- Solicit feedback as frequently as you can.
- Be transparent in the way you make decisions.
- Allow yourself and others to make mistakes.
- Assign others to tell you what's wrong with your ideas

Human Performance Tools: Line-workers reduce errors when we use these tools, and controls.

INDIVIDUAL TOOLS

- Visualization Technique (task preview)
- Reflection Technique (task review)
- Questioning Attitude (good, do-better)
- Breathing Exercises (pause, bake into activity)
- Self-Checking (self-talk, in the moment)
- Word-Clusters (mental menu list)

WORK-TEAM TOOLS

- T.E.A. Filter
- M.E.F. Interview
- Effective Communication (personality style)
- Six Cylinder Model
- Maturity Metrics
- EQ Social-Competencies

SIGN-OFF

Name & Signature	Name & Signature