

# Enhancing Human Performance

TOOLBOX TOPIC:

## Integrity Skill

|              |                    |                  |                |
|--------------|--------------------|------------------|----------------|
| E.I. Skill:  | Integrity (3 of 5) | E.Q. Competency: | Self-Awareness |
| Team Leader: |                    | Date:            |                |
| Head Coach:  |                    |                  |                |

**Definition:** What is Integrity?

- Doing the right thing.
- Being honest and ethical.
- Possessing strong moral character.
- Having your behavior match your values.



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

- Follow through on their commitments.
- Place moral principles above profit and self-interest.
- Live true to their values.
- Earn high levels of trust.
- Communicate accurately and truthfully.
- Treat others with respect and fairness.
- Do not compromise ethics to be accepted.
- Hold themselves accountable.

**Who demonstrates these behaviors:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Why does the Integrity Skill matter in Athletics?**

- Integrity is what ultimately allows you to trust and respect yourself.
- Integrity is what ultimately allows others to trust and respect you.
- Integrity is the basis of strong and lasting relationships.
- Integrity allows you to be at peace with yourself.
- Integrity allows you to live without regret.

**Feedback | Notes:**

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

- Think through the consequences of your actions.
- Measure your integrity by reflecting on the way you act when no one is watching.
- Keep promises you make.
- Measure your words and don't over-promise.
- Hold yourself accountable even if nobody else will.
- Refuse to exaggerate the truth to make yourself look good.
- Avoid "just this once" logic when it comes to lying, stealing, bribing, or cheating.
- Have the courage to stand alone if that is necessary.

**Human Performance Tools:** Athletes reduce errors when practicing these mental techniques.

### INDIVIDUAL TOOLS

- Visualization Technique (task preview)
- Reflection Technique (task review)
- Questioning Attitude (good, do-better)
- Breathing Exercises (pause)
- 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

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