



# Whistling is a Hoot



Bert Bouwer



# Thought of the day

- If we all think the same

NOBODY thinks



*'When **passion** leaves the profession,  
performance is passé'*

# Passion/drive in the (sports)coach



Bert Bouwer



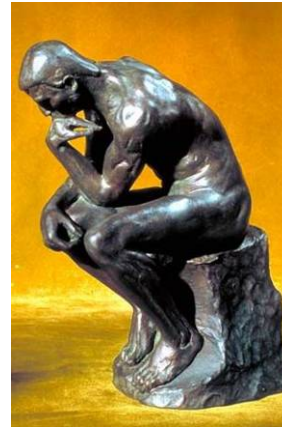


**Passion** a strong feeling towards something or someone (also active)

**Passive** not inclined to activities

Motivation	enthusiasm for a task
Skill	mastering a specific something
Drive	being pushed forward by an inner force
Knowledge	learned through studies or exercise
Alliance	connected to, bound together by a common interest
Loyalty	true to an obligation or commitment
Camaraderie	friendship
Empathy	the ability to share each others goals

# Leadership is.....



- The definition of leadership is a combination of a **personal growth process (Knowledge, Attitude and Skill)**
- and leadership as an **inspiration** towards **direction and form** of the organisation.

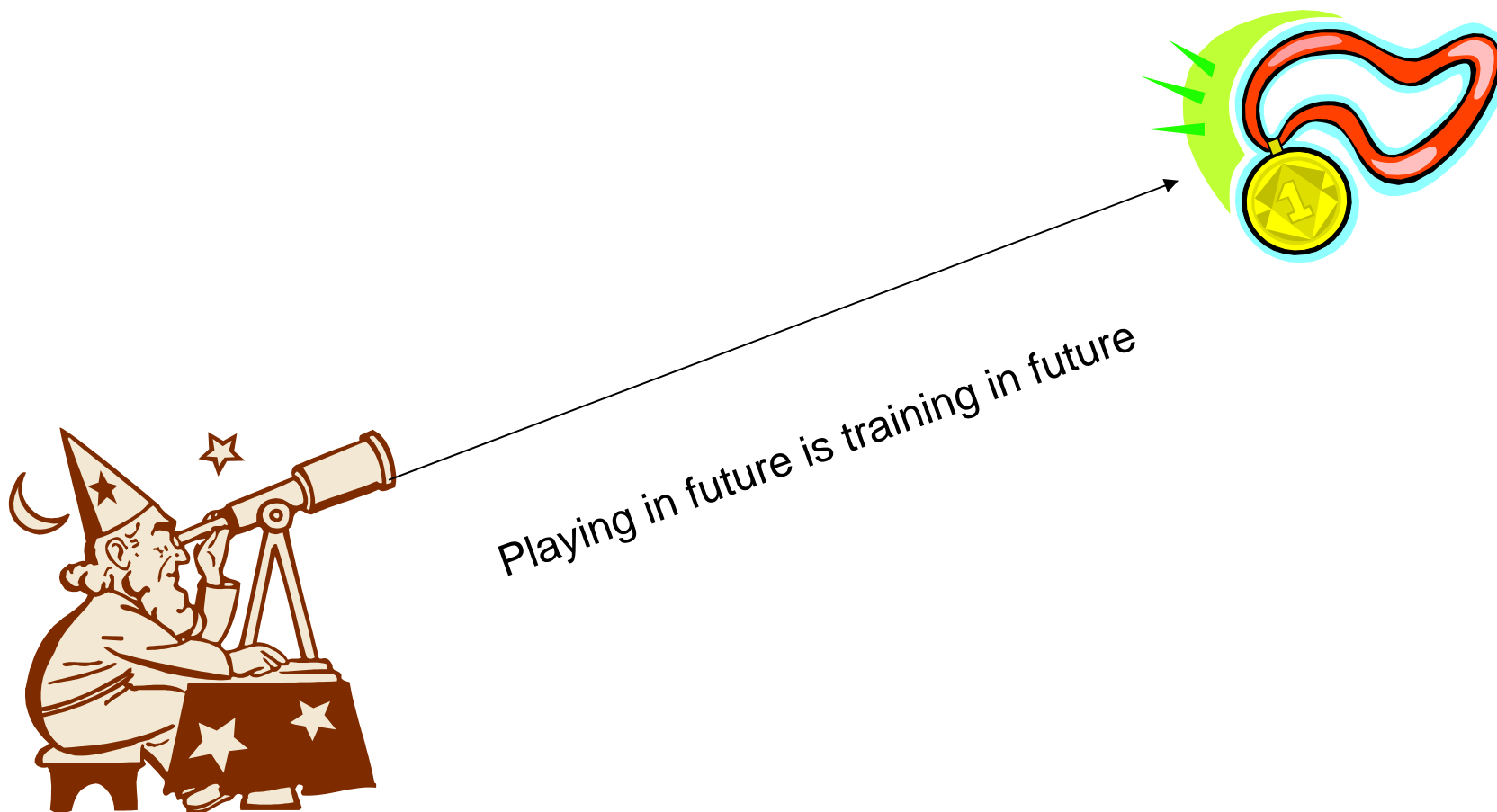


## Short term goals: Repeated explanation as to why



**Leads to: RESILIENCE**

# Higher goal/Risky goal





***Aim as high as possible and  
dare to dream!!!!***



# Living in The Netherlands / And surviving in Sports



NL

Top sports

Japan

1. Autonomy

1. Autonomy

1. To conform

2. Social security

2. Performance

2. Social security

3. To conform

3. To conform

3. Performance

4. Performance

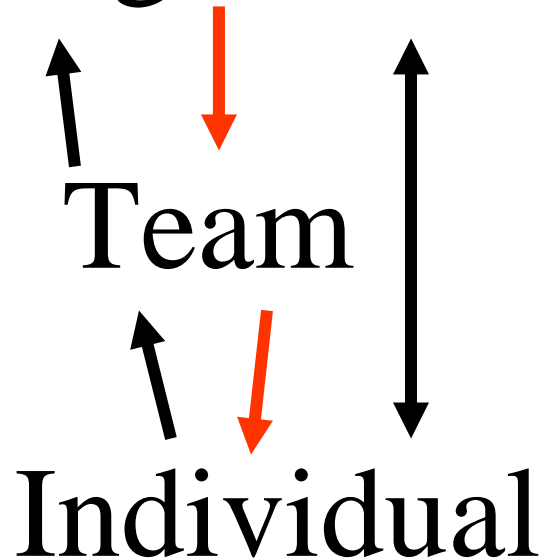
4. Social security

4. Autonomy

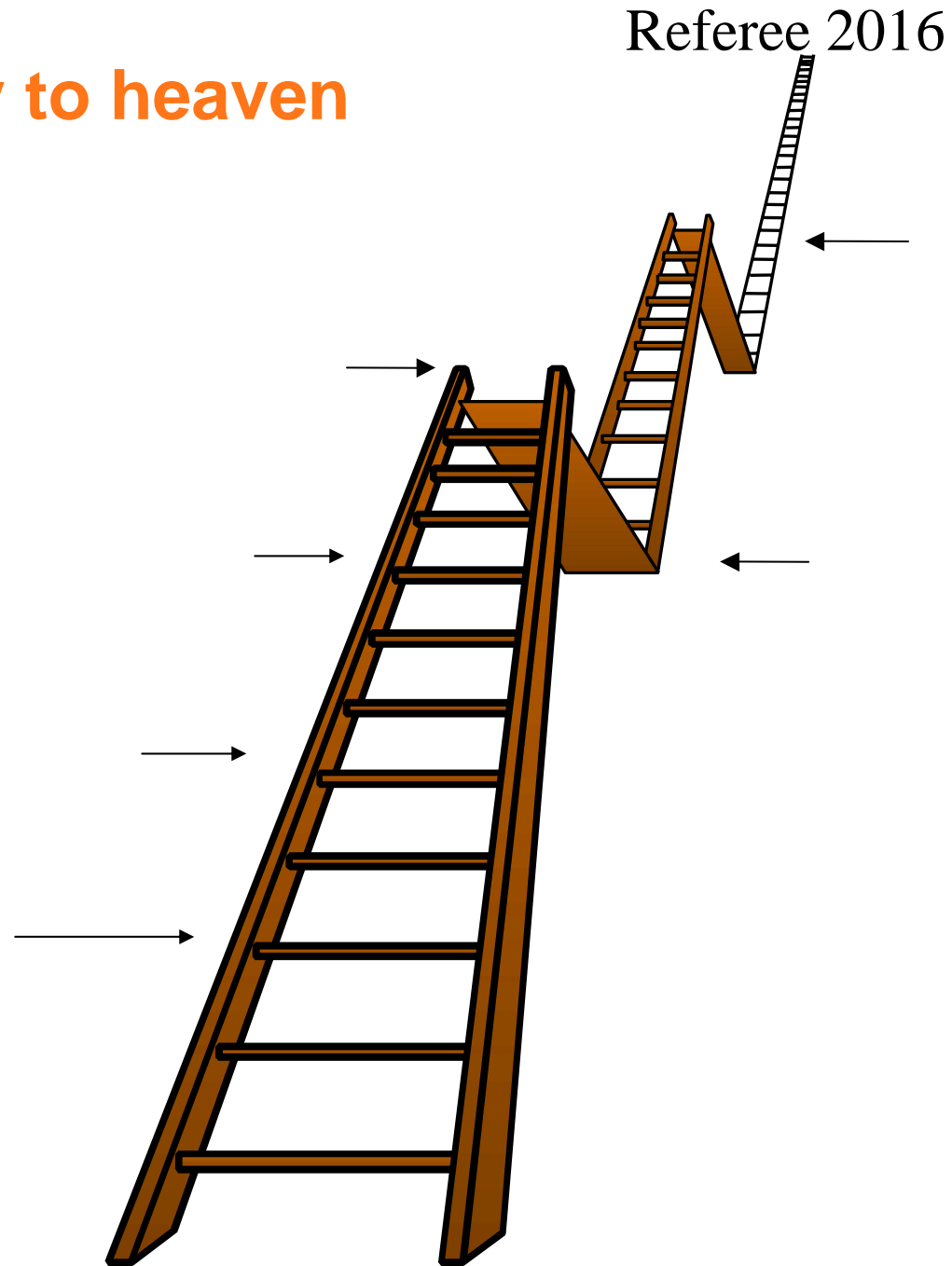


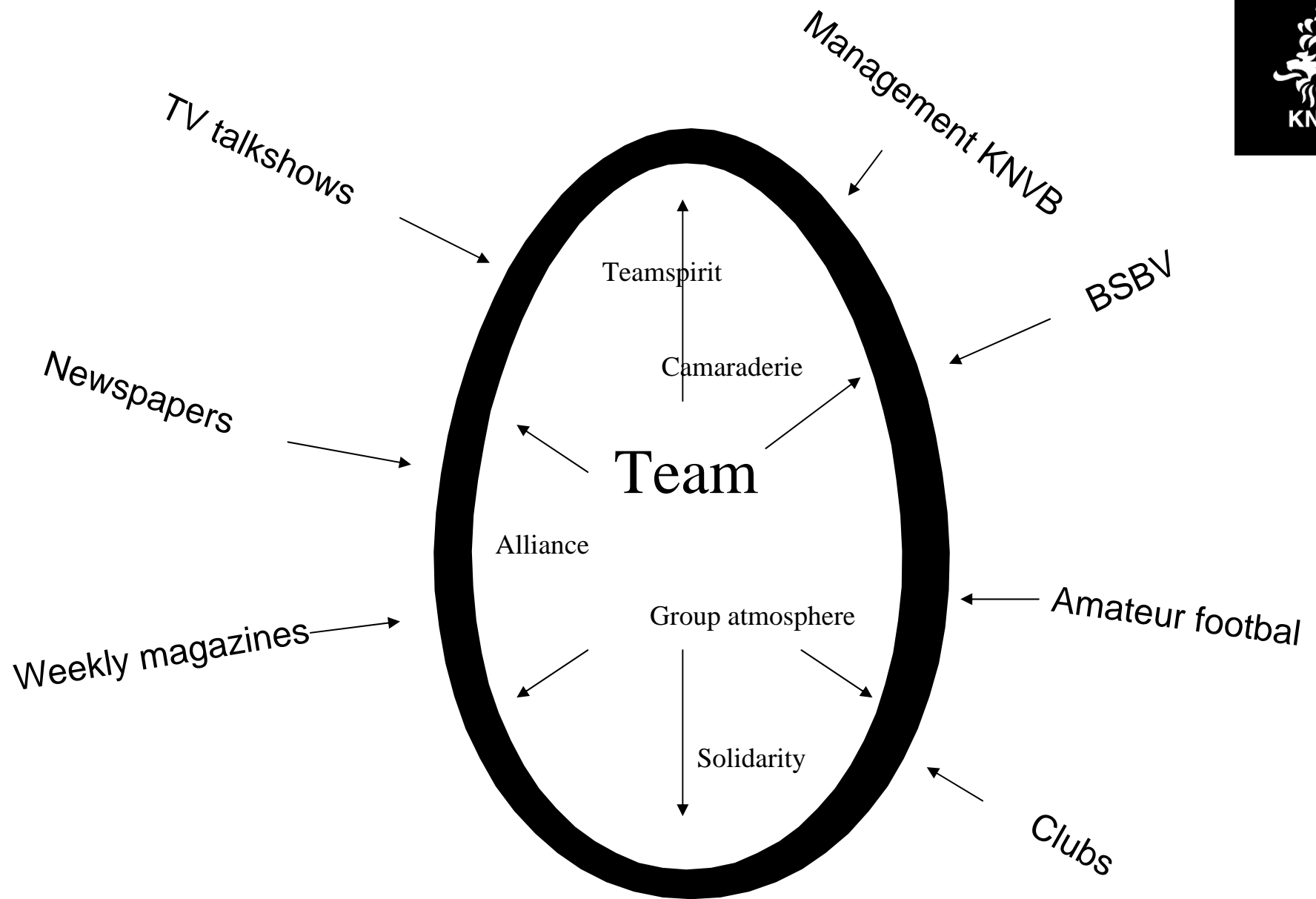
# The Top sports law

Programme (leading)



# Stairway to heaven





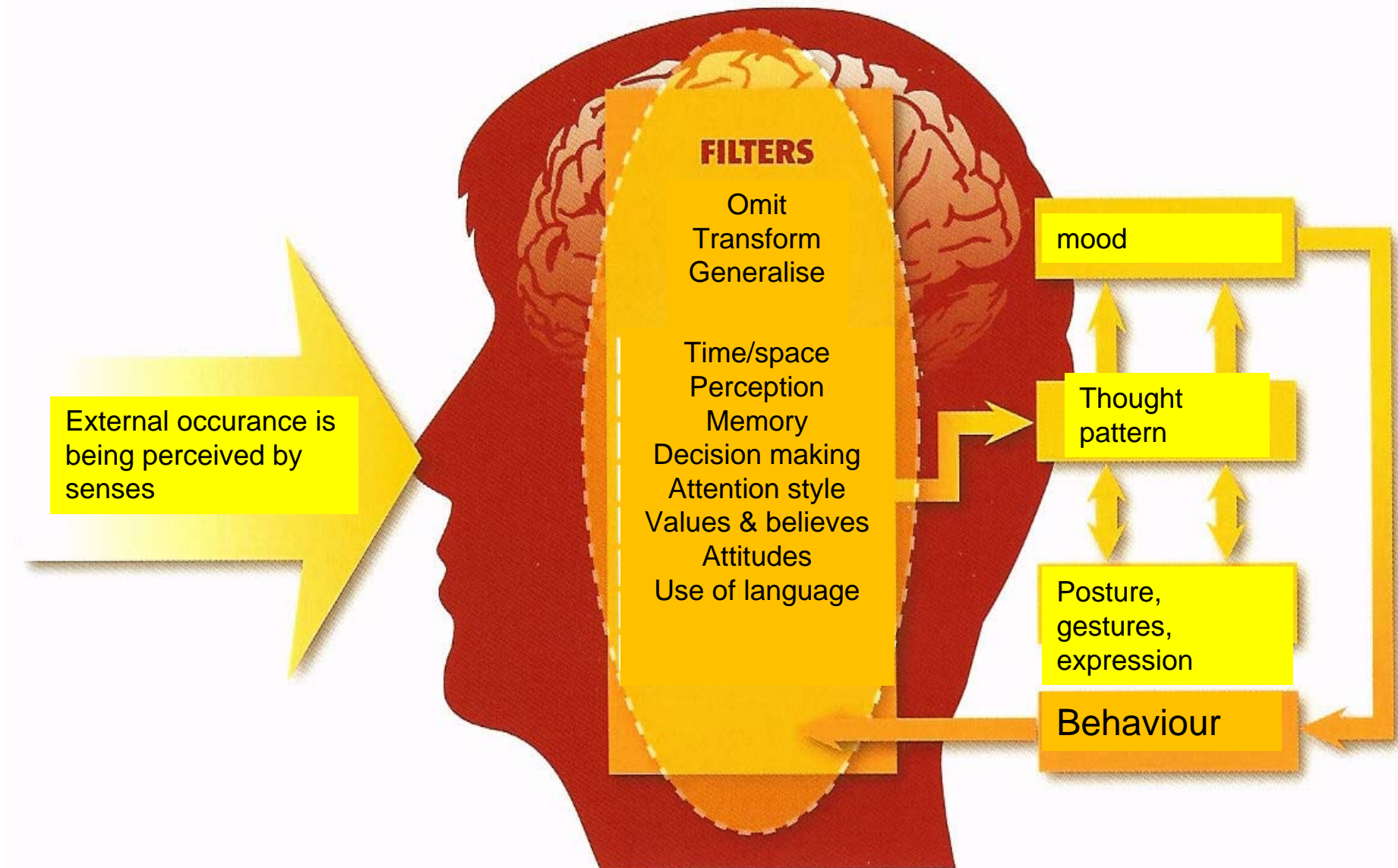
Training for a dream





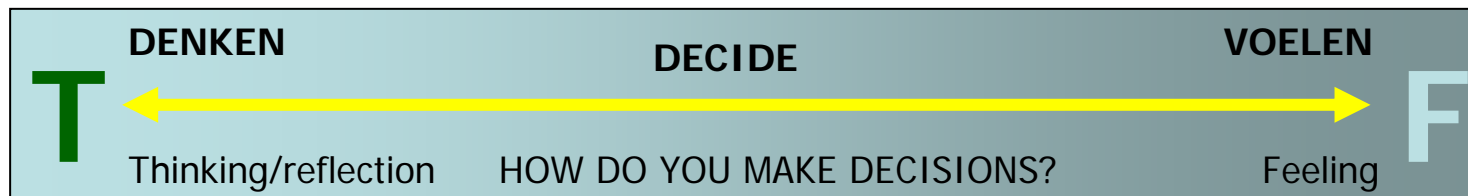
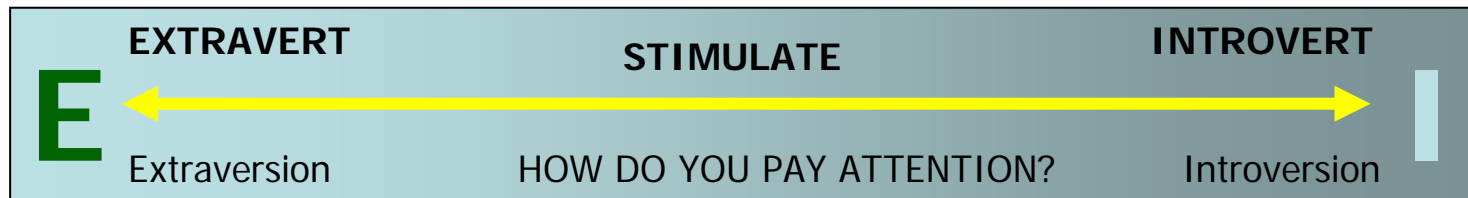
*What is your next success breakfast?*

# The big selecting show



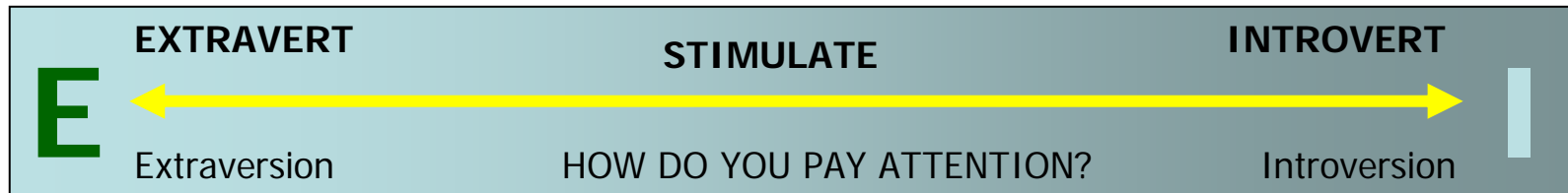


# What are the components of Action Type ?





# What are the components of Action Type ?



Prefers to get energy from outside; activities, people, things.	Prefers to get energy from within; thoughts, feelings and idea's
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Total number 26	Total number 4
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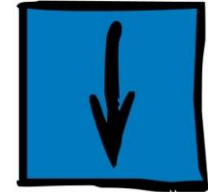


# Where do I get my energy from?



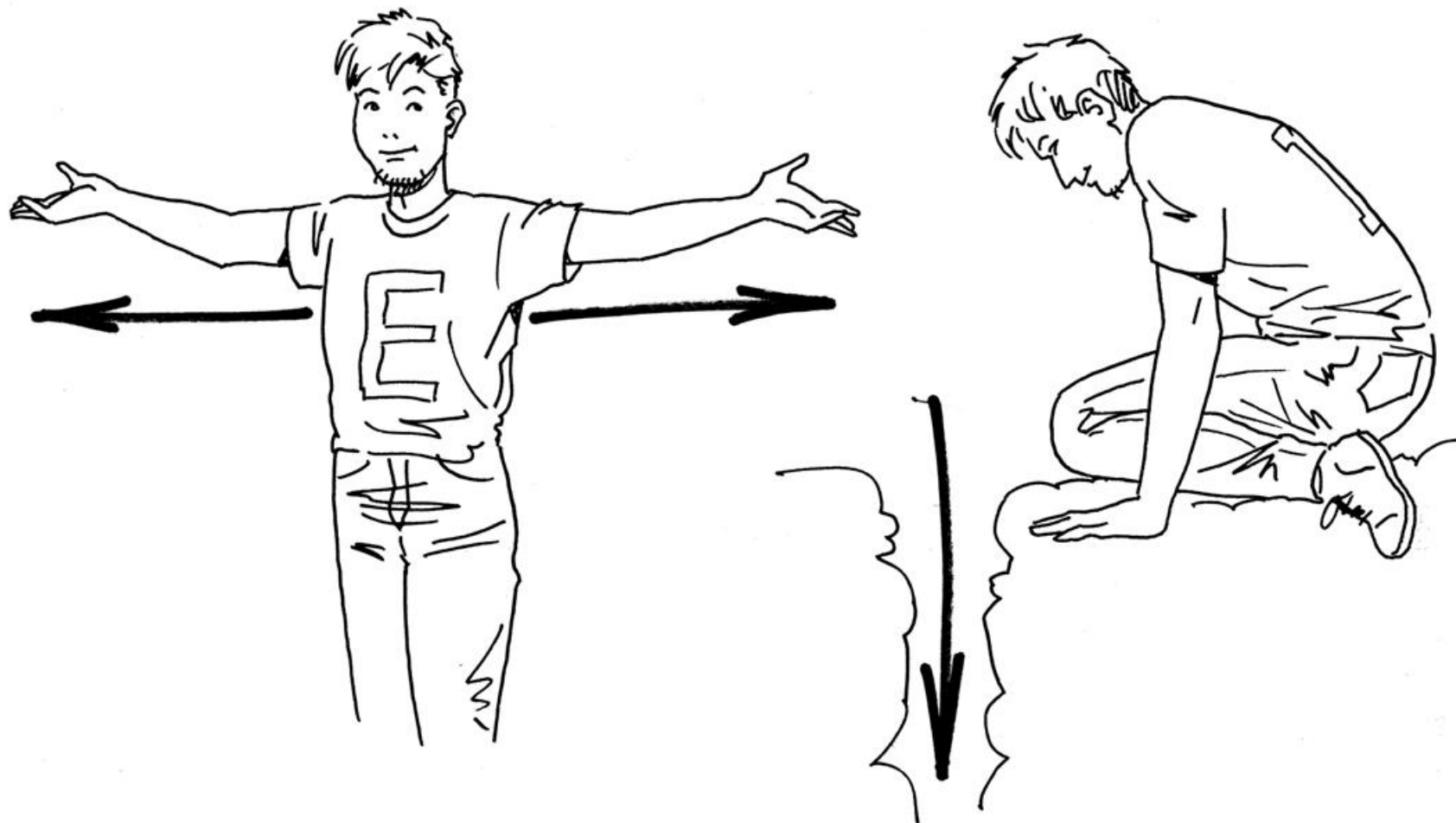
## Extraversion

- ✓ Gets energy from outside, from people and activities
- ✓ Channels energy and attention outwards through action



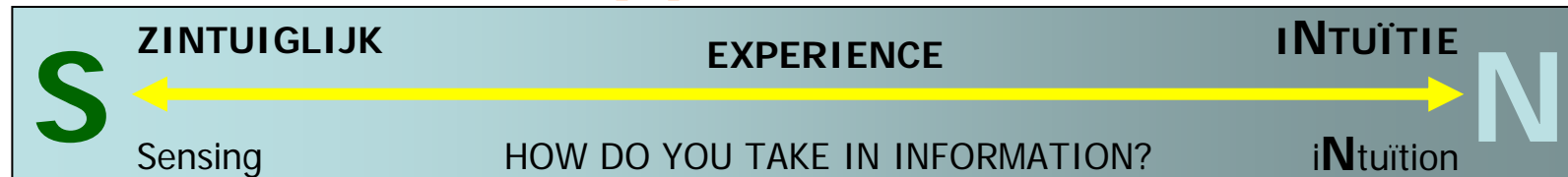
## Introversion

- ✓ Gets energy from within, from reflection and thoughts
- ✓ Channels energy and attention inwards through reflection





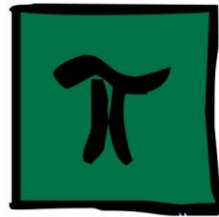
# What are the components of Action Type ?



<p>Prefers concentrating on information obtained by the five senses, and on practical applications.</p>	<p>Prefers concentrating on patterns, connections and their possible meanings.</p>
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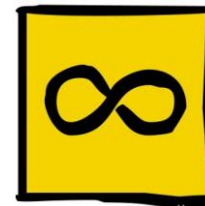
<p>Total number 24</p>	<p>Total number 6</p>
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# How do I take in information?



## Sensing S

- ✓ Likes concrete information (through the 5 senses)
- ✓ Focussing on real and actual business
- ✓ Likes practical applications
- ✓ Likes facts and is realistic, its all in the details



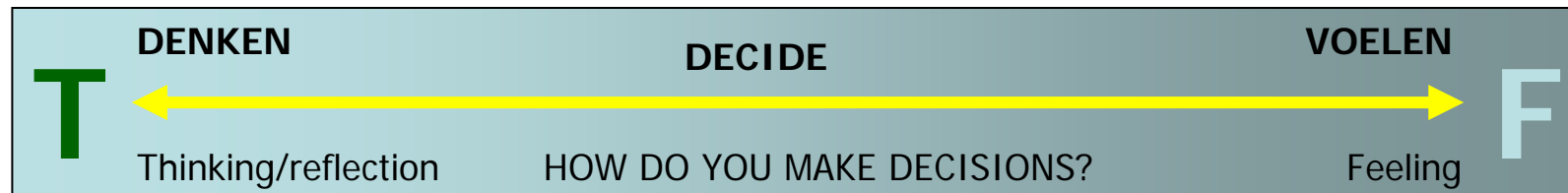
## Intuition N

- ✓ Likes conceptual information (through the 6<sup>th</sup> sense)
- ✓ Focussing on new possibilities
- ✓ Sees options in the future
- ✓ Sees patterns and meaning in data





# What are the components of Action Type ?



Prefers to base decisions on logic and objective analyses of cause and effect.

Prefers to base decisions on a valuation process, keeping in mind what is important to people.

Total number 19

Total number 11



# How do I make decisions?



## Thinking

- ✓ Head
- ✓ Objective
- ✓ Analyses
- ✓ Principles

Often perceived as:

- ✓ somewhat harsh
- ✓ Critical
- ✓ Analytic



## Feeling

- ✓ Heart
- ✓ Subjective
- ✓ Empathy
- ✓ Values

Often perceived as:

- ✓ Idealistic
- ✓ Charismatic
- ✓ Convincing





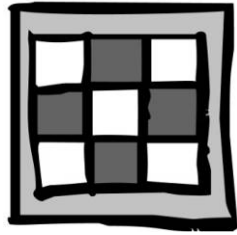
# What are the components of Action Type ?



<p>Likes a planned, well organised attitude to life, and prefers ready made decisions.</p>	<p>Likes a flexible, spontaneous approach and prefers to keep all options open.</p>
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<p>Total number 17</p>	<p>Total number 13</p>
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# My lifestyle

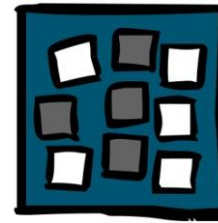


## Judging

- ✓ Planning
- ✓ Structure
- ✓ Control
- ✓ Deadlines

Often perceived as:

- ✓ Organised
- ✓ Thought through
- ✓ Determined



## Perceiving

- ✓ Options
- ✓ Influences
- ✓ Improvisation
- ✓ Discovery

Often perceived as:

- ✓ Flexible
- ✓ Curious
- ✓ Spontaneous





# Quadrant lens



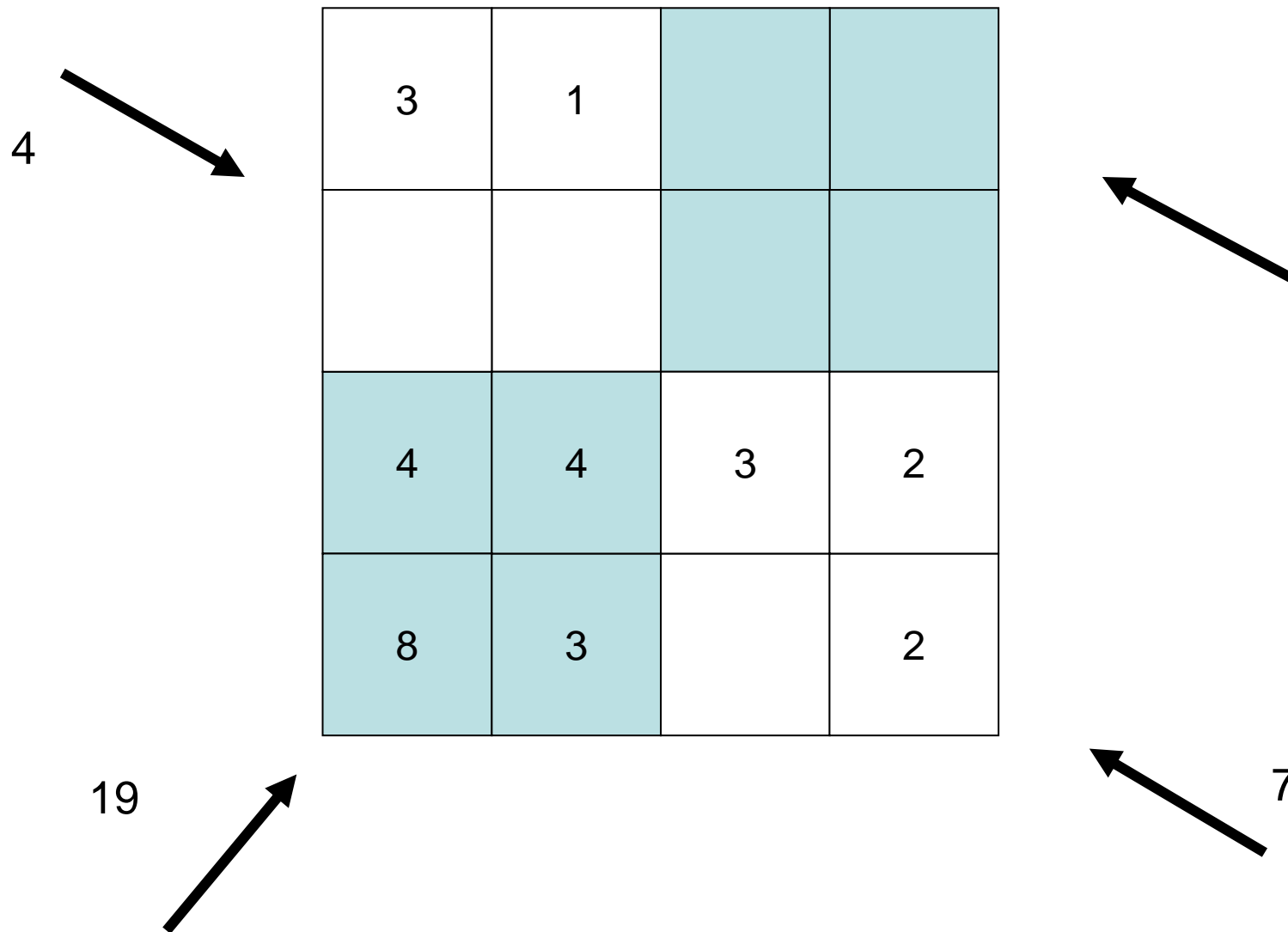
IS		IN	
ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ
ES		EN	

The quadrant lens is a useful instrument when the group has to work on **changes** or **culture aspects**.

If they are in any way related to change:

- IS's being very cautious and paying attention to details
- ES's wanting to see/talk about the practical results
- IN's wanting to work with idea's and concepts
- EN's wanting to enhance diversity as much as possible







# Function lens

Information S and N  
Decision making T and F

ST	SF	NF	NT
ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

The function lens clusters your preferences by a combination of functions: **ST,SF,NF,NT**

When a group is dealing with a communication issue, the function lens can provide important insight:

ST's will choose tested communication methodes.

SF's like to share experiences in order to help others

NF's prefer creative communication.

NT's like to discuss challenging issues



3	1		
4	4	3	2
8	3		2

15

8

3

4





# Temperament lens

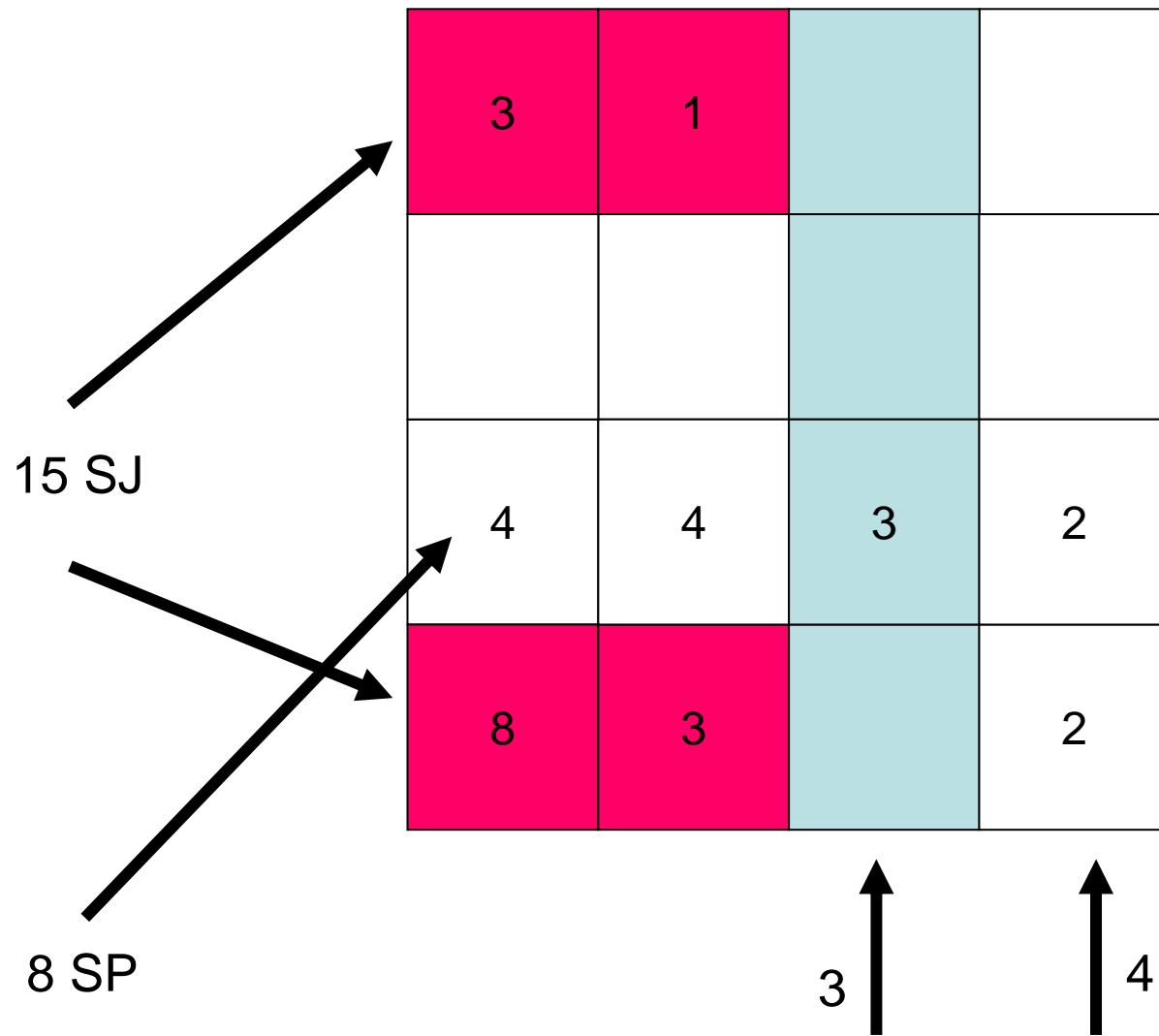
			NF	NT
SJ	ISTJ	ISFJ	INFJ	INTJ
SP	ISTP	ISFP	INFP	INTP
SP	ESTP	ESFP	ENFP	ENTP
SJ	ESTJ	ESFJ	ENFJ	ENTJ

Preferences can also be combined by temperaments:

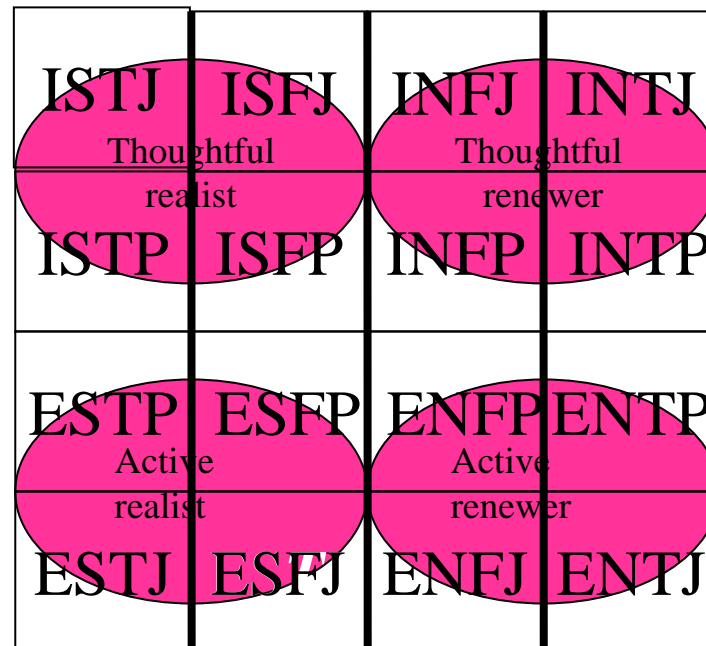
De temperament lens is useful in **leadership issues**.

For example:

- SJ's value responsibility and loyalty
- SP's value cleverness and punctuality
- NF's value inspiration and personal approach
- NT's value inventiveness and logic



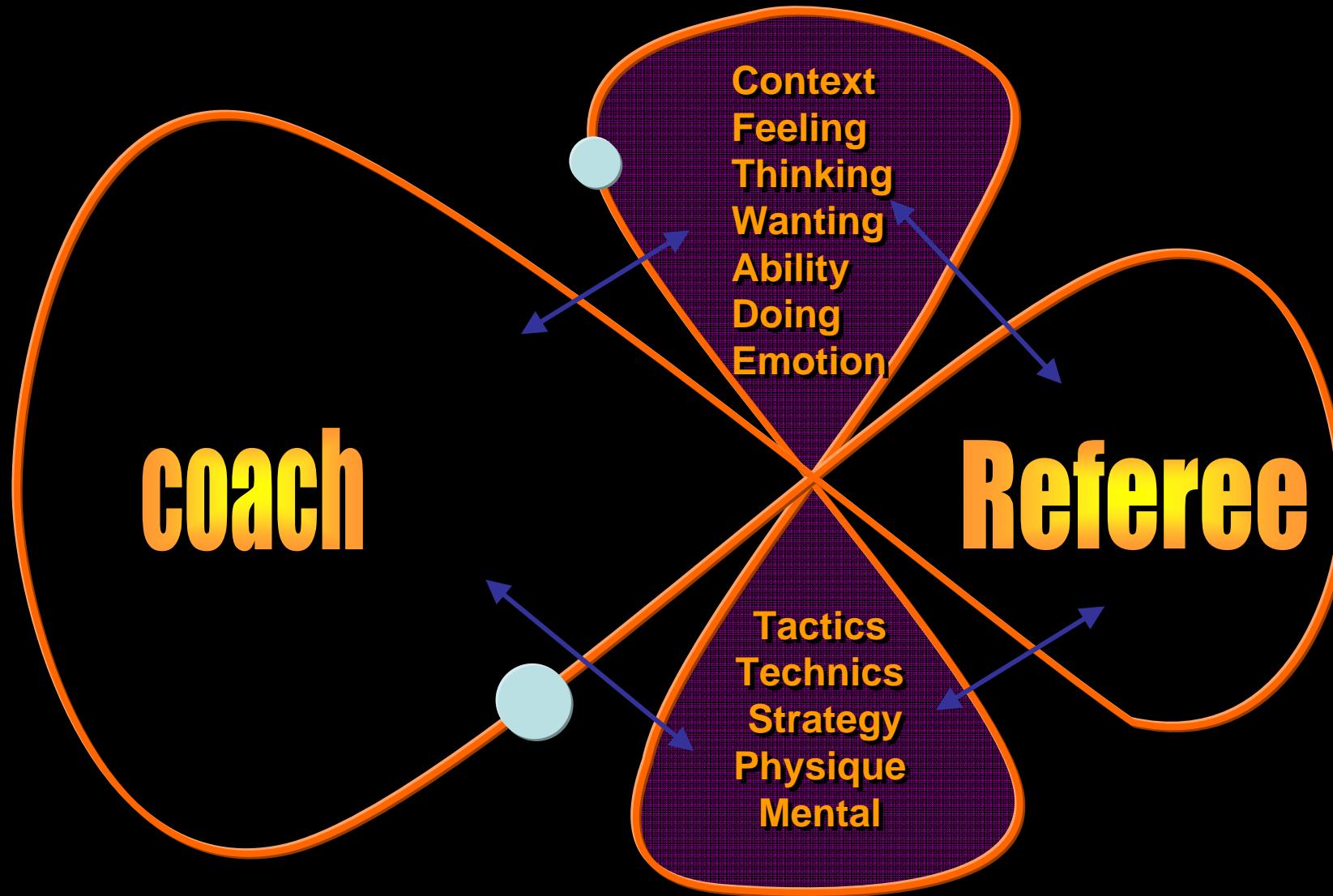
# New projects / Game systems?





.....één **stap** verder!

# Field of Coaching and Supervising





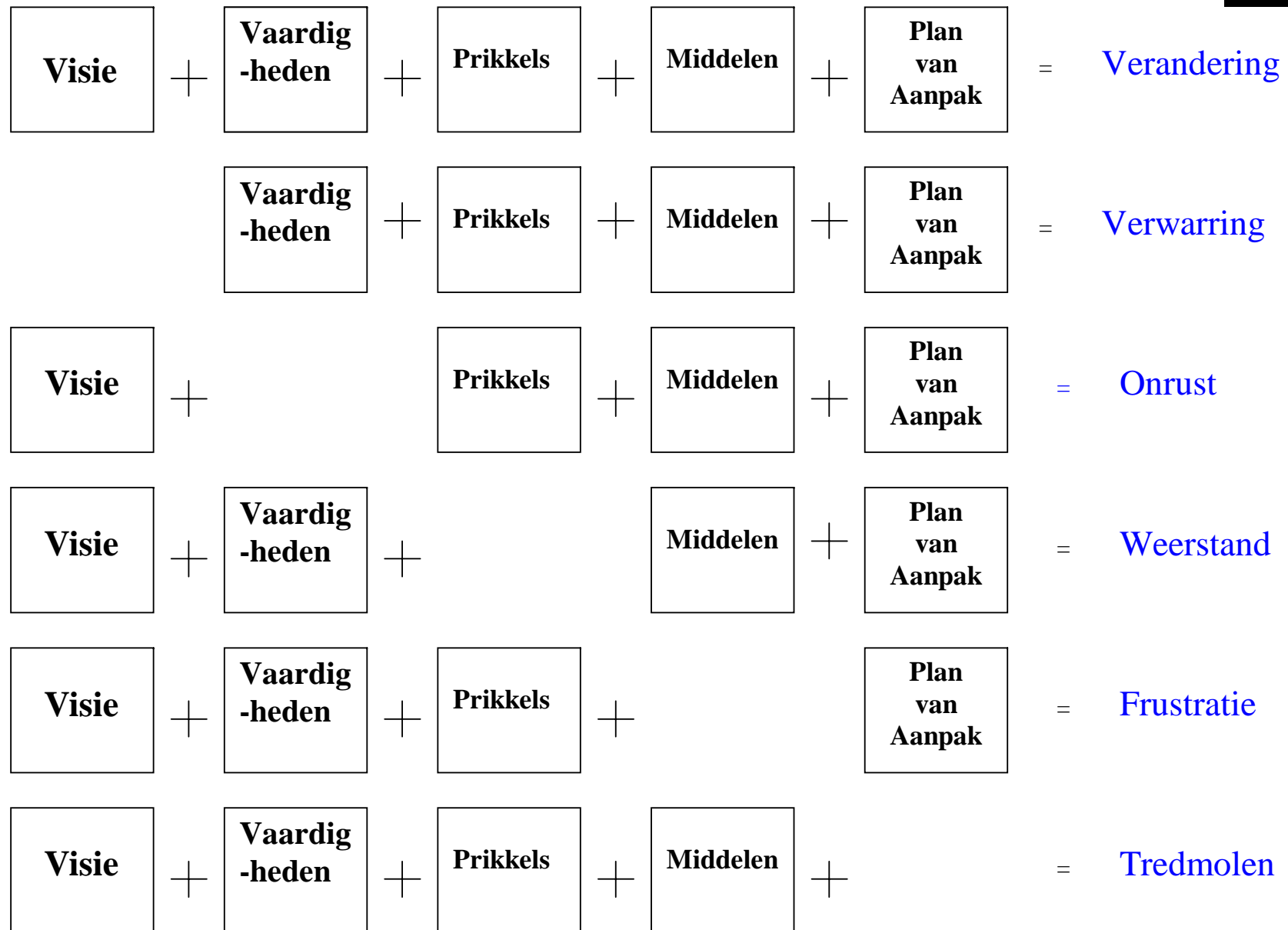
# Group development and temperaments



- **Forming** (introduction fase)
- **Storming** (conflict fase)
- **Norming** (development fase)
- **Performing** (acceptance fase)
- **Adjourning** (disintegration fase)



## Valkuilen bij veranderingen





But Remember:

If you do what you always did  
You will get what you always got

So

Keep on training for a dream