

Transformational Leadership Handout for Coaches

When leaders and participants engage in a mutual process of motivating, supporting and inspiring each other, it leads to greater collaboration, enhanced self-confidence, empowerment and team unity.

Coaching is challenging and it's beneficial to know that Transformational Leadership Theory/TFL, outlines what to shoot for. What are the components of TFL? (Williams & Krane, 2015).

- **Idealized Influence:** Coaches serve as role models to athletes leading to respect and trust from the athletes. Athlete leaders in-turn, lead with respect and trust from team members.
- **Inspirational Motivation:** Coaches motivate and inspire athletes through purpose, challenge, enthusiasm, and optimism. Coaches know what motivates and frustrates individual athletes and may post performance, effort and character accomplishments.
- **Intellectual Stimulation:** Coaches are creative and innovative and they involve athletes in pre-season team development sessions and aspects of accountability. Coaches encourage athletes to learn about leadership, trainings and athlete-lead trainings.
- **Individualized Consideration:** Coaches pay attention to each athlete's needs for achievement and growth and check-in at the beginning, middle and end of the season.

Now Rate your current level on each aspect outlined above and mark areas needed for improvement, indicating a goal date. Rate on a scale of 1-10, with 10 being the highest level to aspire to with TFL!

4 Aspects of TFL	Current Level (1-10) & Examples	Desired Level, by Date & Examples
Idealized Influence		
Inspirational Motivation		
Intellectual Stimulation		
Individualized Consideration		

Williams, J. M., Krane, V. (2015). *Applied sport psychology: Personal growth to peak performance*. (7thEd.). New York, NY: McGraw-Hill Publisher.