



AGES 11–23

Supporting staff to:

BUILD TEAM

Build Team is a young person’s experience with a coach who makes them feel known, valued, and supported.

Individual talent can never make a team successful, rather it is the ability to understand and take advantage of one another’s talents that creates the “win.” Coaches set the tone by valuing the team, treating each player equally, making sure all athletes know their roles and responsibilities, and working alongside young people to create a team identity (Cohn, P. 2019).

WHAT

DOES BUILDING TEAM LOOK LIKE AS A PART OF OUR PROGRAM?

Coaches set the culture of teams, showing young people they value the whole team, treating each player equally, giving them all the same opportunities to play, and letting them each know they have something important to offer. Coaches also build teams by making sure all athletes know their roles and responsibilities, supporting them to learn from one another, and taking the time to include community members as part of the team.

RESEARCH-BASED EXPERIENCES

* [ONE]

Let young people know they have something important to offer the team/group. All young people have something important to contribute to the team or group. Take time to find out what each young person's strengths are and highlight them during team/group activities. Challenge the team/group to leverage everyone's strengths both on the field and off.

* [TWO]

Encourage everyone to participate no matter how good they are in the sport/activity. It doesn't matter what young people's skills are when they start the program or sport, they will develop with practice. Let young people know that they will improve when they try out different strategies, make mistakes, learn from them, and try again. Make sure that all young people have an equal opportunity to participate.

* [THREE]

Support young people to learn from their peers and teammates. Create opportunities for young people to "coach each other" as they develop their sports skills. Make sure all young people know they have something important to offer the team and invite them to teach the team/group this skill or technique.

* [FOUR]

Take time to engage and understand the community you are working in. Take time to engage family members, caregivers, and neighbors. Invite them to attend and participate in games, events, and practices. Make them feel like part of the team!

WHY IS BUILDING TEAM IMPORTANT?

Build Team has been shown to be a key predictor of positive youth development and social and emotional outcomes for young people (Search Institute, 2020; Noddings, N. 1992). The ability to collaborate and work on a team is often rated as an essential skill for both employability and higher education (Zupek, R. ; Keinath, S., 2018). In addition, research shows that being part of a team makes young people feel they matter, offers them social support, presents opportunities to lead, and gives them feelings of belongingness. It also builds self-efficacy, promotes self-regulation, and develops moral character (integrity, fairness, empathy, and loyalty) (Agans, J.P. 2016).

DISCOVERIES FROM HELLO INSIGHT

Hello Insight has found that Build Team is a Fortifying Experience that helps promote Core SEL and Sports SEL.

- * Sports SEL: Sports SEL encapsulates Goal Orientation and Self-Confidence, two SEL capacities that are specific to SBYD programs. Growth in Sports SEL is highly correlated with Core SEL development.
- * Goal Orientation is a young person’s capacity to envision a positive future and set a path forward to achieve their dreams. This capacity increases motivation, helps young people develop a sense of control over their futures, and promotes overall positive youth development.
- * Self-Confidence is a young person’s positive sense of who they are in the world and what they have to offer. It equates to an internal sense of self-worth and self-efficacy. A sense of confidence helps young people make decisions for themselves and develop resilience in the face of challenges. It is also correlated with reduced behavioral problems and increased thriving.
- * Young people in sports-based youth development programs have been shown to develop greater SEL than peers in non-sports-based programs. They do this by providing significantly more research-based PYD experiences than non-sports-based programs. Young men’s SEL growth is driven by the experiences of Expand Interests followed by Manage Goals. A young woman’s SEL growth is promoted when she develops a positive relationship with the coach who shares power with her.

HOW HAVE OTHER PROGRAMS INCORPORATED BUILDING TEAM?

PYD, including Building Team, is not a curriculum, it is a way of working with young people that has been proven to promote SEL. You can incorporate Building Team in a wide variety of interventions and programs. Here is how some Hello Insight members have integrated this practice into their programs.

PROGRAM EXAMPLES

For DREAM, the notion of being a “team” is key. Teams are formed when young people first come into the program.



These groups function both as actual baseball teams and as cohorts that move through the program together over time. Young people travel together as a team, study together, do health education together, and so on. The TeamBuilders program promotes expanding interests among young people through deep engagement with baseball, encouraging them to explore all of the roles from management to statistics to coaching to playing.

At Play Rugby USA, it’s not about winning, it’s about how the young people play together as a team.



Rugby is egalitarian – everyone plays offense and defense, everyone has to be able to pass and run the ball. Rugby is about everyone developing common skills. It is about everyone’s success and growth.

HOW CAN OUR PROGRAM BEST SUPPORT STAFF TO BUILD TEAM?

Use this reflection guide with your staff to explore “bright spots”—practices that you already use to Build Team, highlight potential “accelerators”—practices that could be easily incorporated into your work, and “challenges”—things that might make Building Team difficult.

PRACTICES Ways to support young people	BRIGHT SPOTS Examples of what the program already does	ACCELERATORS Ways you could easily incorporate this practice	CHALLENGES What might make this practices difficult to do
Let young people know they have something important to offer the team/group			
Encourage everyone to participate no matter how good they are in the sport/activity			
Support young people to learn from their peers and teammates			
Take time to engage and understand the community you are working in - make them feel like part of the team			



This guide is part of a set meant to help youth-serving programs incorporate PYD. Visit www.ins.gt/pyd-exp to learn more.

■ View a full list of citations at www.ins.gt/citations



helloinsight.org



info@helloinsight.org



888-456-6085