



# The World Rugby & coachup Workbook: Module 4 Clarity Creator

# CLARITY CREATORS

## Today's Outline.

- Bringing clarity



# WHY DO WE NEED TO COACH WITH CLARITY?

My key notes on **why creating Clarity is a primary coaching goal:**



# CREATING CLARITY.

TO THE BRAIN ....

UNCERTAINTY = **THREAT**

CLARITY = **REWARD**

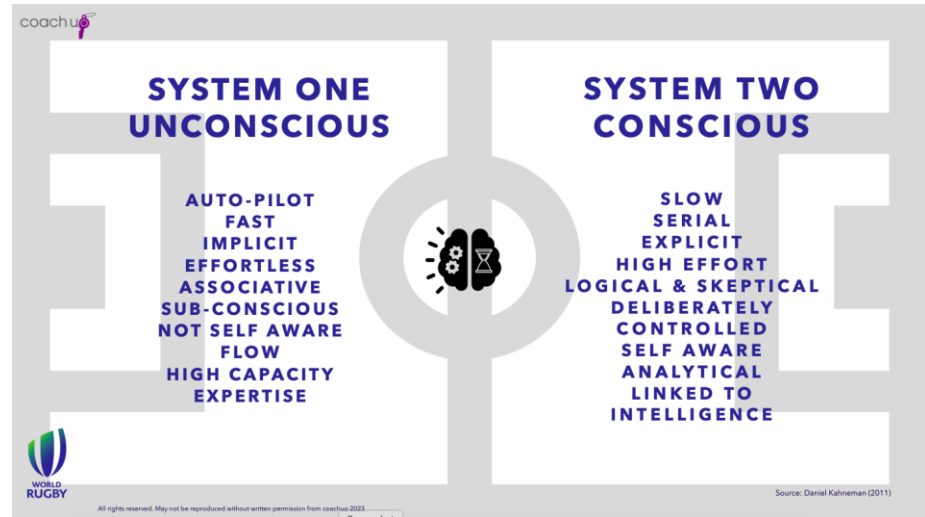


- What is **fuzzy** for you or your players or assumed but not explicit?
- Where can you **create more certainty** on or off field, however trivial? (e.g., goals, roles, interdependencies, processes, times, positions, rewards, social connection etc.)
- Where can you **strip out uncertainty** on or off field?

(Epstein, 1994; Hammond, 2000; Kahneman, 2011)

# CREATING CLARITY.

My key notes on **why creating Clarity is a primary coaching goal:**



(Epstein, 1994; Hammond, 2000; Kahneman, 2011)

## THE ARENA OF WHAT CAN HOLD UNCERTAINTY FOR PLAYERS & HOLD BACK POTENTIAL IS VAST.



COACH  
REFLECTION

## HOW AM I BEING A CLARITY CREATOR TODAY?

- What is **fuzzy** for you or your players, or **assumed** but not explicit?
- Where can you **create more certainty** on or off field, however trivial? (e.g. goals, roles, interdependencies, processes, times, positions, rewards, social connection etc.)
- Where can you strip out **uncertainty** on or off field?

# TEAM



## CORE PRINCIPLE

Creating clarity reduces uncertainty. The brain treats uncertainty as a threat, so it uses some of our brain's precious resources to deal with this threat once detected. So, if we can reduce the level of uncertainty for the players, we then increase their resources available for essential performance elements like problem solving and decision-making during training or games. **Key thing to remember: Better Clarity = Better Performance.**

## THE WHY

The more complex the team's gameplan, the less the players will understand and follow the plan. Making it simple increases the chance that the game plan happens.

## THE GOAL

Creating alignment for all players on the game plan whilst ensuring it's as simple as possible.

## THE EXERCISE

Establish your team's gameplan (for this week's specific opposition; for the season, etc.) and ensure all players know what this is. During team training, call a time-out at any point (unexpected is good) and ask a random player to explain the gameplan in their own words. If it's not correct, help them understand the game plan and have them repeat it back in their own words again to finish.

## PRO TIP

To test a deeper understanding of the game plan, conduct the exercise when they are fatigued to see if they can recall it under game-like conditions.



**COACH  
CHECKLIST**

Review this list of broader ideas for creating clarity.

Which have you already put in place?

Which will you put into place next?

## CLARITY CREATOR:

- How well do players **know each other** as people?
- What more can you do to **reduce uncertainty** about how others feel about each other?
- What can be made **clearer on & off field**?
- Is every team member **clear on their on and off field role**?
- Are your **team procedures** increasing or decreasing certainty & clarity? E.g. team naming, pre-match routines etc.
- Do you have players who **worry & fixate** a lot you could support more?



FINAL  
REFLECTION

## CHECK-OUT.

- What's your top **insight**?
  
  
  
  
  
  
  
  
  
  
- What are your **top 3 commitments** to put into action?
  
  
  
  
  
  
  
  
  
  
- What could **stop you**? If that happens, what will you do?

# FURTHER LEARNING & RESOURCES.



[www.coachup.academy](http://www.coachup.academy) website



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## REFERENCES

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