



INTERNATIONAL
ICE HOCKEY
FEDERATION

Players as Leadership Role Models

Uwe Krupp

Headcoach Eisbären Berlin

Basic personality characteristics:



- Sources of motivation:
- Intrinsic vs. Extrinsic



Intrinsically motivated player:

- Behavior is defined by strong internal reward system
- Independent thinker who self-evaluates and analyses
- Defines his own value and reward system to create positive emotions
- Fully invested (best case scenario)

Extrinsically motivated player:



- Behavior defined by external rewards or to avoid punishment!
- Probably very coachable – sees coach as enabler (best case scenario)
- Mentally often fragile – potential to close off or being defensive

Coaches's Challenge:



- “to understand before being understood”
- Knowing how to best utilize different driving behavior
- Inspire growth of players’ personalities, despite pressure environment
- Examples: “Most improved player – award”
“Unsung hero – award”

Influencing factors on the way to “the good pro”



- “Hero’s” or role models
- Team identity and tradition
- Team culture and pride
- Family values/upbringing
- Being asked – opinion valued

The good pro / potential leader / role model



- “On time and in shape!”
- Everything in the interest of team success
- Self-awareness and pride
- Sakic vs. “Braveheart” or inspire through action vs. vocally attempting to lead?

What does it take?!?



- Personal transformation to maturity:

role-model – intrinsic motivation – extrinsic motivation – intrinsic motivation...

“never let a teacher decide how much you learn and never allow a coach to determine how good of a player you’ll become!”

Final thoughts...



- AI Arbour
- 100% separation between player and person
- “Ability is what you are capable of doing. Motivation determines what you do. Attitude determines how well you do it!” *(Lou Holtz)*