

# Coaching: How To Spot the Winners On Your Team

***As a coach, you need to discern when people have what it takes...and when they don't!***

By Paul J. Meyer

A large number of people want things desperately, but they are more focused on wishing and hoping rather than acting upon true ambition. They have dreams but no real goals. A player that just wants to win is a far cry from a player that is literally vibrating with passion and desire, one who is willing and able to pay the price to be a winner. As a coach it's important that you be able to recognize the difference.

As you know, talent creates its own opportunities, but where does that talent come from? It comes from passion and desire, the catalysts and developers of talent. Passion and desire not only open doors of opportunities, they make doors that never even existed before! In fact, when it comes right down to it, *winning and losing is decided by passion and desire.*

You can spot a person with passion and desire every time. They're the ones that keep working to solve problems when others give up and whine; make commitments while others only make promises; have the courage to stand up for their convictions when others compromise; take personal responsibility while others complain it's not their fault; remain aggressive when others collapse into discouragement and apathy; possess an insatiable appetite for change rather than accepting the status quo; and work harder than the rest, remaining continually thirsty for greater achievement.

## 5 Steps to Develop Passion and Desire

It's wonderful if you already possess those characteristics, but if you want to increase those traits or encourage others on your team to do the same, it's entirely possible. *Passion and desire are developed as the result of being challenged.* How you choose to react to a challenge determines your destiny. There are 5 important steps to developing passion and desire:

*"...when it comes right down to it, winning and losing is decided by passion and desire."*

**#1 Gain self-knowledge:** You must identify what excites and energizes you and what propels you to take action. Take the time to crystallize your thinking, to clarify your objectives. Knowing your personal values, what you believe about yourself, life in general, and others will assist you in identifying the goals you wish to achieve.

**#2 Set goals that are meaningful to you:** You cannot achieve goals that someone else sets for you. Only through setting your own personal goals can you hope to elicit the motivation to stay focused and persistent.

**#3 Learn from those around you:** Respect the wisdom, insight, and expertise of those around you. Use their knowledge to further evaluate your own objectives and goals. Always remember, however, that in the end you must set your own course.

**#4 Visualize your own success:** Nothing increases your passion and desire for the achievement of your goal like practiced, controlled, and directed visualization. Each time you visualize your success as if it has already taken place, you are so filled with excitement and motivation that nothing can stand in your way.

**#5 Work harder than ever before:** Be willing to work harder and longer without complaining. Your goal has to be so inspiring that you are willing to invest much of your time and energy toward its achievement.

Those who really "have what it takes" are willing to do the work that being a winner requires. If you are unsure about an assistant coach or team member, you can determine their level of commitment by asking several questions:

- What are the obstacles you must overcome to reach your overall goals?
- What are the rewards you will experience when you succeed?
- What must you expend in time and effort to obtain what you desire?
- Are you willing to pay the price?

If someone is willing to seriously grapple with those questions and give clear pro-active answers, you can bet that their passion and desire are genuine!

When you and your team are armed with passion and desire, you literally become a success magnet. Your enthusiasm electrifies everyone who comes in contact with you. Passion and desire supply that extra energy and determination to accomplish your goals - to get the job done no matter what. The more success you have, the greater your desire and passion; and the greater your desire and passion, the more success you experience. Now *that's* a cycle any winner can enjoy!

**Paul J. Meyer**, best-selling *New York Times* author and founder of the Success Motivation Institute has written two dozen full-length programs plus numerous books on attitude, motivation, goal setting, management, leadership, and time management. In his highly acclaimed book, *Become The Coach You Were Meant To Be*, available at [www.pauljmeyer.com](http://www.pauljmeyer.com), Paul shares the major goals of leadership that make you a winning coach.

