



TEAM CULTURE PRACTICE

STUDENT-ATHLETE PLAYBOOK:

INCLUSION

“WE **TIP** WITH
EXCELLENCE AND
INTEGRITY”

TEAMWORK. INCLUSION. PASSION.



INCLUSION CONTINUUM



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EXCELLENCE
WITH INTEGRITY

TOOLS®

CARE-FRONTATION FUNDAMENTALS

For positive, productive relationships in the quest for excellence, show ***courage and compassion:***

1 Attack the problem, not the person

Name the problem and what needs to be done differently or better. Care more to ***get it right*** than to ***be right***.

2 When in doubt, do it

Speak up sooner and more consistently—conflicts delayed and deferred turn little things into big things.

3 Use “I”-statements

Honestly and respectfully express your thoughts and feelings, focus on solutions, and show personal responsibility (e.g., *“I think we need ...; I propose we ...”*).

4 Avoid “You”-statements

Avoid blame, insult, and attacks, which tend to disrespect, divide, and distract, or shift responsibility (e.g., *“You caused this ...; You never do your part ...”*).

5 Seek win-win

Balance ***your*** needs and best interests (*“I want ...”*) and ***their*** needs and best interests (*“You want ...”*).

6 Own mistakes and missteps

It won’t always be smooth and perfect, so be ready to apologize, make up, and move on.

Adapted from David Augsburger, *Caring Enough to Confront*.

To become a better leader, I will work on the following ...

In sport:

In my education:

Other (community, family, etc.):



The TIP Team Culture Practices are designed and delivered in partnership by:



Excellence with Integrity™
INSTITUTE

www.ewii.org

Drake
UNIVERSITY

www.drake.edu/raycenter/

For more information, contact The Robert D. and Billie Ray Center
at 515-271-1910 or raycenter@drake.edu.

The TIP with Excellence and Integrity culture shaping resources were initially developed as part
of the strategic plan of the NCAA Women's Basketball.



The Women's Basketball Coaches Association (WBCA) is pleased to provide implementation
and support strategies for the TIP Team Culture resources.

Please visit the WBCA website to learn more.

FEATURING



**EXCELLENCE
WITH INTEGRITY™**

TOOLS & ASSESSMENTS