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CANADIAN SPORT INSTITUTE PACIFIC / PACIFIQUE
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Powering Podiums

Work Life Rhythm

Thursday 26th September 2024

Land Acknowledgement

- We gratefully and respectfully acknowledge that our workplaces at CSI Pacific exist on the traditional, ancestral, and unceded territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Líl̓wat7úl (Lil'wat), Esquimalt and Songhees Nations of the Coast Salish peoples.
- I am speaking to you today from Sidney BC which is located within the traditional territory of the W̱SÁNEĆ People

Welcome to Powering Podiums

- Partnership between CSI Pacific and ViaSport
- Our focus today is on the topic of Work-Life Rhythm
- Hear from experts in the field
- Sharing of best practices from BC
- Short presentations- approx. 15 minutes
- Break out rooms for discussions approx. 10 minutes
- Report back on those discussion approx. 15 minutes

Today's Schedule

- Introduction
- Today's Why?
- Geoff Hackett- CSI Pacific
- Kelly Guest- Tri BC
- Krista Thompson- Head Coach Womens Field Hockey University of Victoria
- Breakout rooms and sharing of discussions
- Closing comments and takeaways

Why Should the HP Sport System Care?

- Why should High Performance Sport be concerned about Work-Life Rhythm

- Athletes perform at their best when they are rested, fueled, prepared and motivated.

- Coaches work long hours, are away from home from time to time, and know every meal deal in the country they are in.

- Are we coaching in the Ideal Performance State?

Work-Life Rhythm

- Rhythm, not balance
- Rules to stop employers contacting employees- Right to disconnect
- COVID changed working practices in other industries
- Suggestions of a 4-day week in the UK
- Balance is not realistic; our industry does not work like that.

Finding Rhythm

- Song structure
- Verse-Chorus-Verse-Chorus-Bridge-Chorus
- Rest-Work-Rest-Work-Fun/Rest-Work

- Songs need a mixture of verse and chorus
- People need a mixture of rest and work

- What does your song sound like this week?

Geoff Hackett

Geoff works with athletes and coaches on providing mental strategies to meet the demands of their sport to reach their potential.

As a Certified Mental Performance Consultant ®, he works with the Canadian Sport Institute – Pacific. He is a Professional Member in the Canadian Sport Psychology Association.

He lives in Nanaimo BC.

The Cost of Being a Coach

PFT PRO FOOTBALL TALK

Sean McVay worries about burning out

Published July 8, 2020 12:00 PM

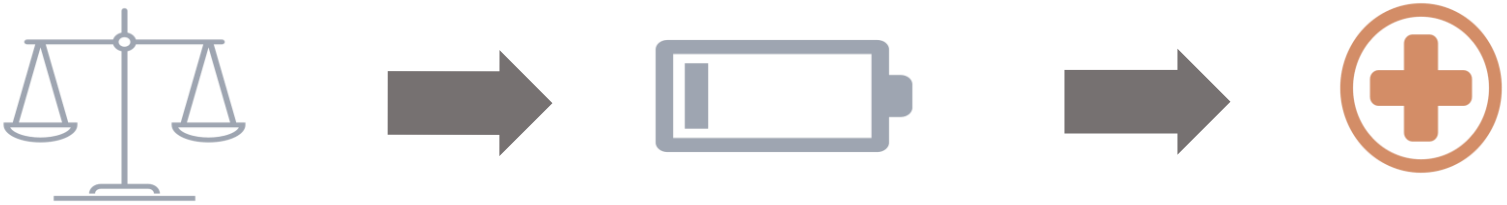
THE LOCAL de

FOOTBALL

Burnout forces Rangnick to quit as Schalke coach

Guardiola: Exhaustion led to Barca exit

Risk of Burnout



Stress
- Imbalance
- Lack of resources

Burnout
- Emotional exhaustion
- Depersonalization
- Reduced accomplishment

Injury/Illness
- Mental health
- Physical health

Mental Health Continuum

Healthy	Reacting	At Risk	Critical
Calm and steady	Occasional anxiety	Persistent anxiety	Excessive MH conditions
Sense of humor	Irritability or pessimism	Angry or cynical	Angry outbursts
Mentally alert	Forgetfulness	Indecision, poor focus	Unable to concentrate
Sleeping well	Difficulty sleeping	Sleep disturbances	Significant sleep issues
Performing consistently	Feeling overworked	Feeling overwhelmed	Unable to complete tasks
Confidence in self & others	Self-doubt	Distrusts others	Excessive distrust
Feeling good	Tension or headaches	Persistent physical issues	More serious physical iss.
Good energy levels	Low energy	Fatigue	Exhaustion
Physically active	Reduced physical activity	Physically inactive	Lethargic
Socially active	Reduced social contacts	Avoid social contacts	No contact with loved ones
Substance use occasional	Substance use regular	Substance use hard to con.	Substance use dependence

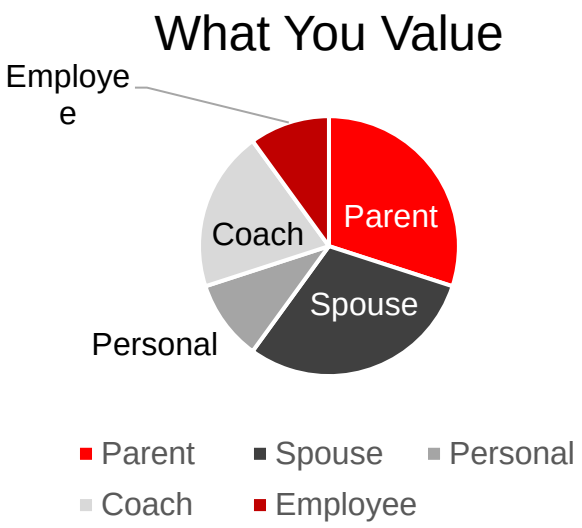
Mental Health Strategies

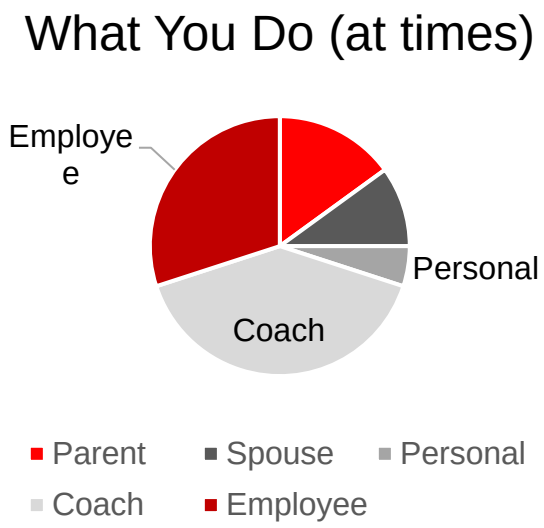
Healthy	Reacting	At Risk	Critical
Maintain current activities	Recover: slow down and rest	Acknowledge the need for action	Consult a professional immediately
Practice mindfulness	Build mental health toolkit	Recover: eliminate non-essential tasks	Reach out to peers or someone you trust
Cultivate social relationships	Identify problems	Reach out to peers	Consider a leave of absence from work
	Act on things that can be changed	Maintain contact with loved ones	Rekindle close relationships

Continuum Self-Check - Opening Minds - Workplace Mental Health Training (theworkingmind.ca)

Energy Givers vs Takers

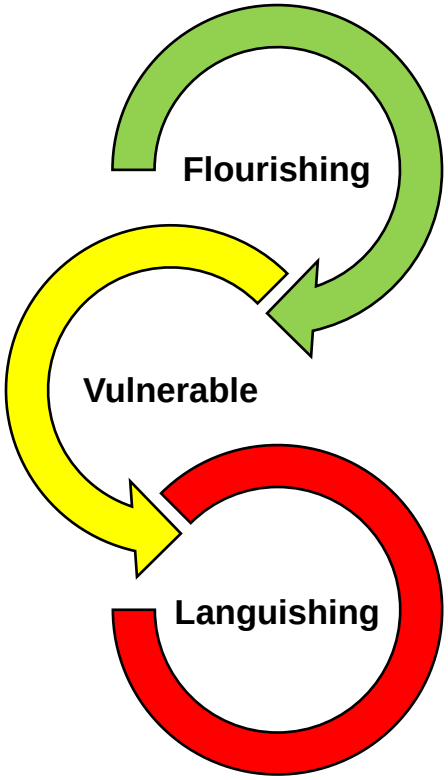
What You Value vs. What You Do






State Farm

Weathering The Storm of Your Season



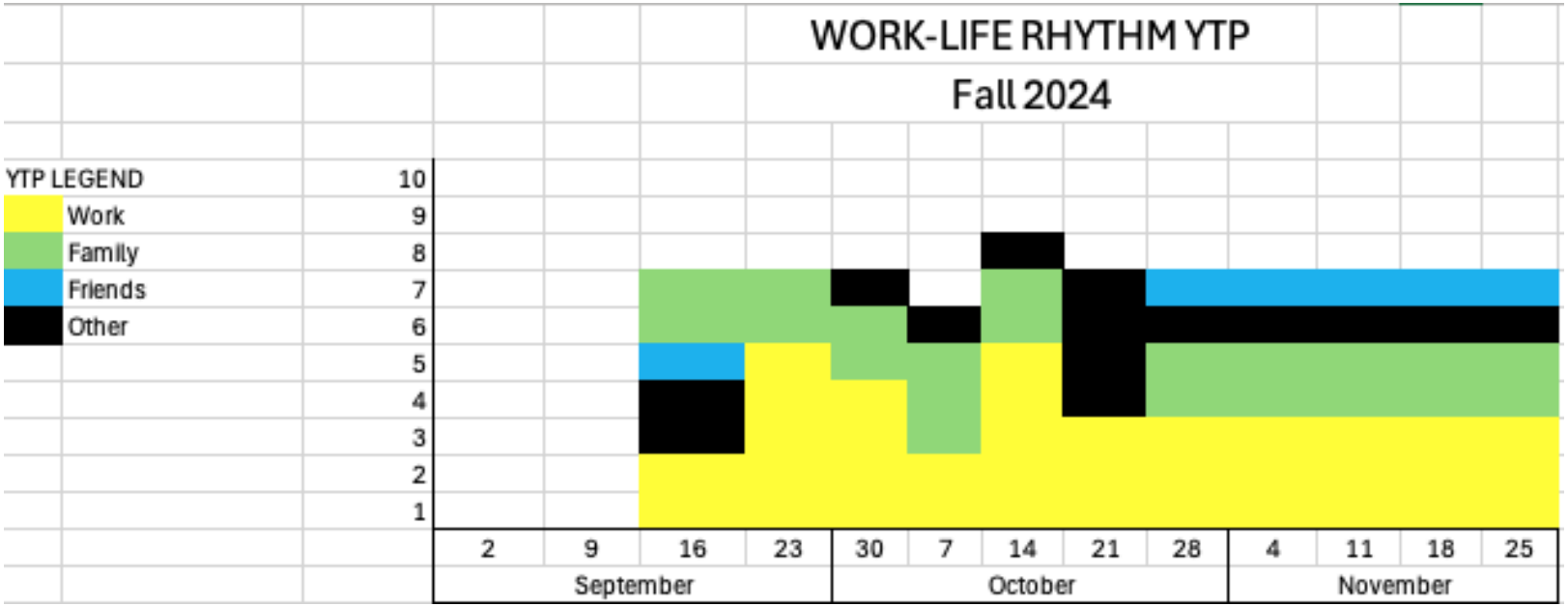
Flourishing
Opportunity to challenge individuals
Grow and expand (learn new skills)
Get out of comfort zone

Vulnerable
Transitions/setbacks
Conflicting demands
High training loads

Languishing
Inadequate recovery/lots of travel
Major stressors

CCMHS

Work/Life YTP



Harris and Foster (find citation)

Questions/Discussion:

- Outline some indicators in the mental health continuum. What makes you green vs yellow?
- What are the busy periods of your coach schedule and how can you engineer some wellness to manage the stress?
- What is the different in your pie graphs between what you value/what you do? What adjustments can you make?
- Create your Work Life YTP for the next 3 months. What are some patterns you notice? What action plans do these patterns require?

Kelly Guest

Provincial coach for TRI BC

Former Canadian Triathlon National Team Athlete

ACD Graduate

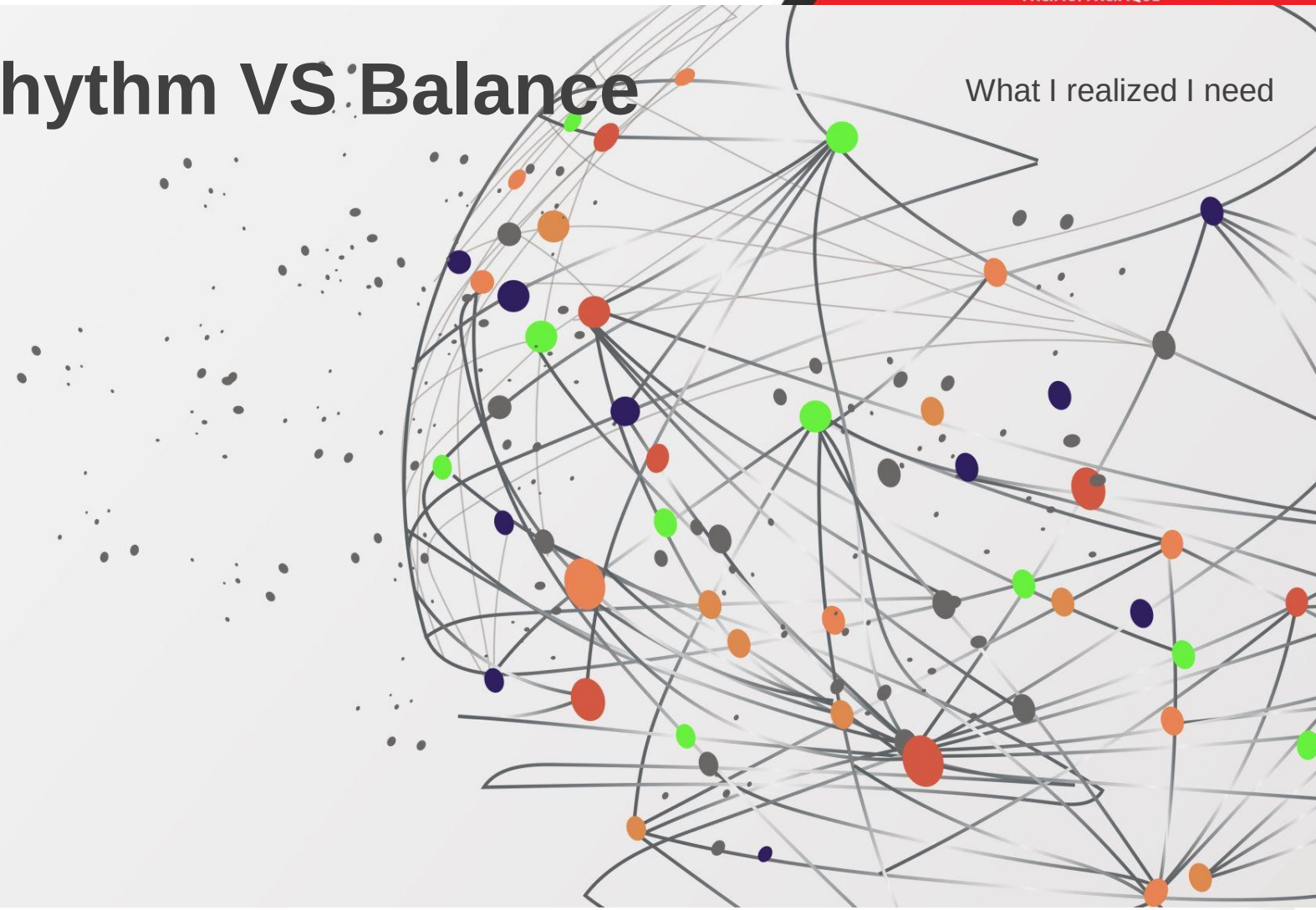
Founded Kelly's Kid Triathlon (KKT) in 2003

Worked with athletes up and down the developmental structure

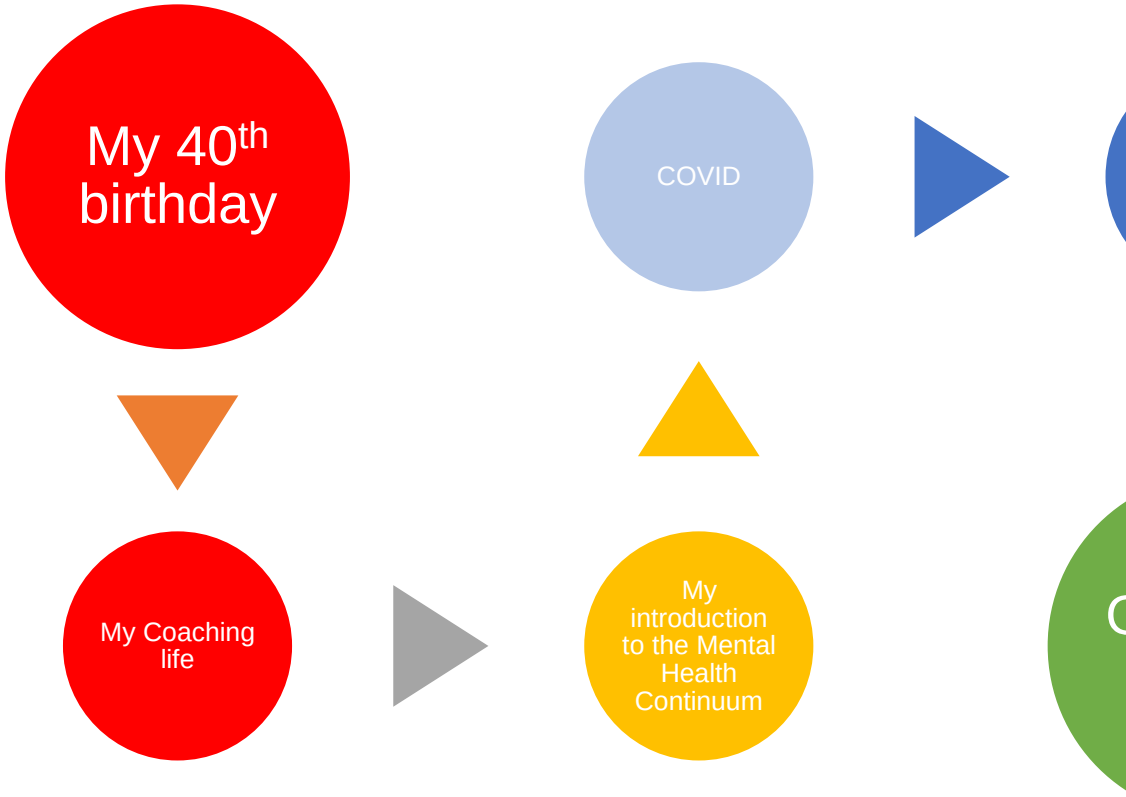
As an athlete Kelly raced against Alexander Graham Bell before he invented the telephone

Rhythm VS Balance

What I realized I need



I didn't realize there was a problem… 2016- The low point



Weekly Rhythm

Monday

No Coaching / No Emails/ Kids/ Workout

Tuesday

Coaching/ Emails

Wednesday

Coaching/ Emails/ Workout

Thursday

Kids/ Workout/ Thinking/ planning/ No Emails

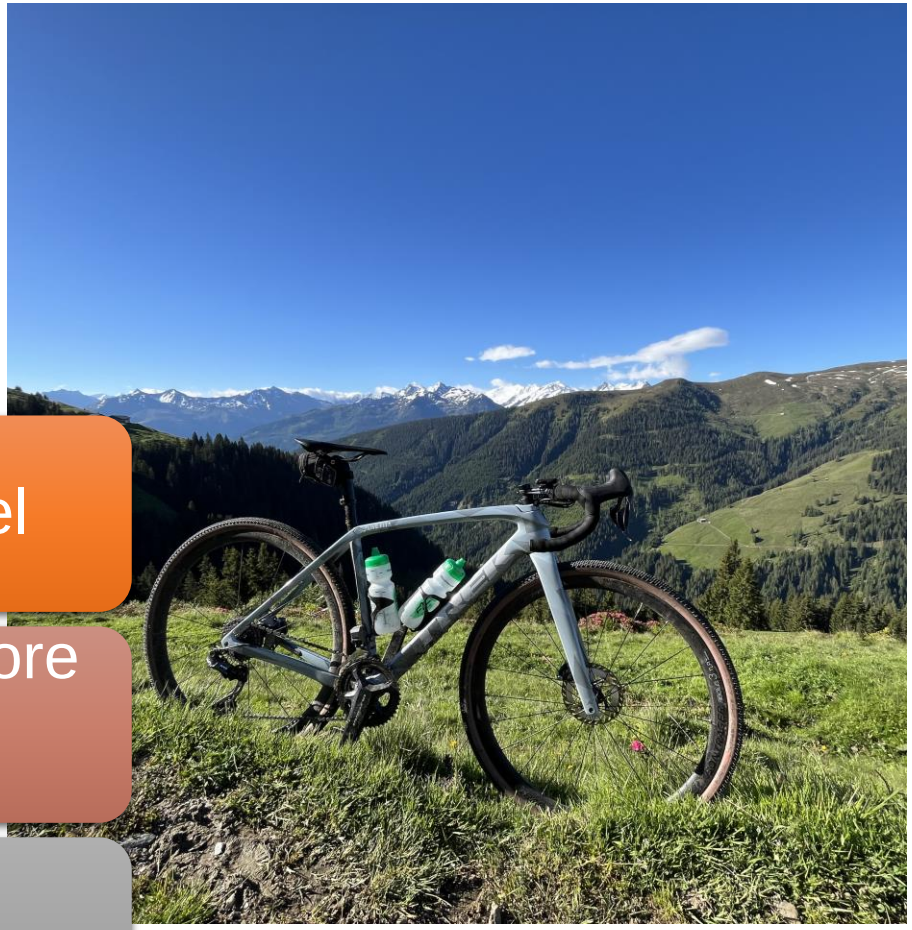
Friday

Coaching/ Emails

Saturday

Coaching / Fami

Travel Rhythm



- Put off what I can for the hotel
- Do something family day before I go, make crepes when I am back
- On Long Haul projects, do something for me every day

Next Steps

STAY IN TOUCH WITH WHERE I AM. WHAT IS MY COLOR

REFLECT ON HOW TRUE I AM STAYING TO THE PLAN

IS THIS A

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Krista Thompson

Head Coach Womens Field Hockey at the University of Victoria

Member of Jnr and Snr Canadian Womens Teams

Coached across multiple developmental and age group stages

NCCP level 4 coach

M.Ed University of Victoria

Multiple games experience

Breakout room Questions

- Outline some indicators in the mental health continuum. What makes you green vs yellow?

- What are the busy periods of your coach schedule and how can you engineer some wellness to manage the stress?

- What are the signals that tell you that you are fatigued and need some rest

In closing….

- Many thanks to our three presenters for sharing their ideas
- A recording of the webinar and the slides will be available on our website soon