



## In this Newsletter

Volume 33 - 08/14/2015

1. Scholastic All-American Now Accepting Application
2. New Tool To Help Teams-Swim Staff Select
3. National Select Camp Assistant Coach Application Available
4. "Are You A Problem Or A Solution"
5. Parents, stop hovering! It's not your job to remove every obstacle from your kids' paths
6. Why Employees Leave: It Comes Down to a Stressful Work Environment
7. A Lesson On Bringing Out The Best In Those You Lead
8. Sports Psychology Minute
9. Optimizing Athletic Performance – Are Carbohydrates Necessary?
10. Why 5 Is A Magic Number For Losing Weight And Achieving Your Health Goals



## Dear Coaches,

### Quote of the week:

**"If you do the best you can, you will find, nine times out of ten, that you have done as well as or better than anyone else."**

~William Feather (1889-1981) American Author and Publisher

## Scholastic All-American Now Accepting Application

**DUE on Saturday August 15, 2015 TOMORROW!**

NO late applications will be accepted.

- The only method for application will be the online application on the USA Swimming website.
- Applicants will be required to have a USA Swimming account.
- Qualifying pool times for the applicant will be validated through the Times on the USA Swimming website (time MUST be in the SWIMS database).
- Applicant will be required to have a TRANSCRIPT for the COMPLETE academic year available for uploading to the application.
- Applicant must have been a member at the time of the swim and a current member when applying for the 2014-15 SAA team.
- Applicant must have all application documents completed by August 15, 2015. Late applications will NOT be accepted or considered.

[For more information and to apply here:](#)

## New Tool To Help Teams-Swim Staff Select

[Swim Staff Select](#) is a Web-based cloud application (app) that helps you screen applicants for staff and volunteer positions at your swim club. Using Swim Staff Select, you can create position descriptions, job postings, job applications, reference checking scripts, and interview scripts. . You can also communicate with applicants and review applications.

- Swim Staff Select is a free member service available to all member clubs
- Swim Staff Select is the result of a year-long partnership with the Non-Profit Risk Management Center. CEO Melanie Lockwood Herman previewed the tool at the 2014 USAS Convention and the 2015 Safe Sport Leadership Conference.
- Swim Staff Select evolved as a result of the 2014 Vieth Report which recommended that USA Swimming expand its pre-employment screening program to include a written application, personal interview and written acknowledgment of the code of conduct pertaining to child protection and to develop tools to assist clubs in the hiring process

[User guide available here:](#)



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## National Select Camp Assistant Coach Application Available

The [2015 National Select Camp Assistant Coach application](#) is now live on USA Swimming website. The camp will be held Oct. 23-26, 2014 at the Colorado Springs Olympic Training Center. Three assistant coaches will be selected by an application process. Applicants must be the coach of an 18-Under athlete who qualified for this summer's meets in San Antonio : Phillips 66 National Championships or Speedo Junior National Championships. Application deadline Sept. 23.

#NSC15

[Apply here](#)

## "Are You A Problem Or A Solution"

By Urban Meyer, Football Coach OSU, WKYC.com, August 2015

Ohio State Head Coach, Urban Meyer talked to his campers at the Urban Meyer - Dean Hood Football camp about the importance of being part of the solution and not the problem. It was this lesson that helped the Ohio State Buckeyes win a National Title WKYC - Tim Dubravetz

[Watch the 6 minute video here:](#)

## Parents, stop hovering! It's not your job to remove every obstacle from your kids' paths

By Jessica Lahey. Salon.com, August 8, 2015

Excerpted from "The Gift of Failure: How the Best Parents Learn to Let Go So Their Children Can Succeed"

I became a parent and a middle school teacher in the same year, and these twin roles have shaped the way I've raised my children and educated my students. Over the course of my first decade raising two boys and teaching hundreds of children, I began to feel a creeping sense of unease, a suspicion that something was rotten in the state of my parenting. But it was only when my elder child entered middle school that my worlds collided and the source of the problem became clear to me: today's overprotective, failure-avoidant parenting style has undermined the competence, independence, and academic potential of an entire generation. From my vantage point at the front of a classroom, I'd long viewed myself as part of the solution, a champion of my students' intellectual and emotional bravery. However, as the same caution and fear I witnessed in my students began to show up in my own children's lives, I had to admit that I was part of the problem, too. We have taught our kids to fear failure, and in doing so, we have blocked the surest and clearest path to their success. That's certainly not what we meant to do, and we did it for all the best and well-intentioned reasons, but it's what we have wrought nevertheless. Out of love and desire to protect our children's self-esteem, we have bulldozed every uncomfortable bump and obstacle out of their way, clearing the manicured path we hoped would lead to success and happiness. Unfortunately, in doing so we have deprived our children of the most important lessons of childhood. The setbacks, mistakes, miscalculations, and failures we have shoved out of our children's way are the very experiences that teach them how to be resourceful, persistent, innovative, and resilient citizens of this world.

[Learn more:](#)

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## Why Employees Leave: It Comes Down to a Stressful Work Environment

By Derek Irvine, Eremedia.com, November 1, 2011

To retain key employees, you must listen closely to what their top concerns are and not make assumptions based on your own.

“Unemployment, in real-terms, is in the double digits. I don’t need to worry about retaining my employees. They’re too scared to quit.”

Does leadership in your organization believe that statement? Do you?

If so, be prepared to watch your top talent walk out the door. Research reported in CFO Magazine (in Why Your Top Talent Wants Out) showed the critical skills shortage to be near the levels prior to the recession. At the same time, it’s easy to fill “all employee” openings. Towers Watson researcher Laury Sejen explained:

[Learn more:](#)

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## A Lesson On Bringing Out The Best In Those You Lead

By Tanveer Naseer, Leadership Coach, Speaker, Writer, Tansveernaseer.com, June 2015

Over the past few weeks, I’ve been writing about the various characteristics and perspectives leaders need to have to be successful in bringing out the best in those they lead. Sharing some of these insights has brought to mind a question I was asked recently following one of my presentations on leadership.

The question I was asked revolved around how can a leader encourage those under their care to challenge their assumptions of what they’re capable of in order to help them to grow and evolve into stronger contributors to their organization’s vision.

I decided to answer this question by sharing a personal example of a leader I worked with who not only inspired me to dream bigger, but who encouraged me to challenge how I viewed myself and the contributions I could make.

[Learn more:](#)

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## Sports Psychology Minute

By Dr. Alan Goldberg- Peak Performance for Athletes, Coaches and Parents

Being hard on your players and continually catching them doing things wrong, while ignoring or glossing over the things that they do right will NEVER build self-confidence or mental toughness! In fact, QUITE THE OPPOSITE!

Coaches who are stingy with their praise, especially when it is well deserved, while simultaneously over-focusing on their athletes’ shortcomings and mistakes, do a wonderful job of building feelings of insecurity, doubt and low confidence in these players. As a consequence, when under pressure, these athletes will consistently stumble and fall.

However, when you regularly acknowledge your athletes’ successes, when you praise them for a job well done, when you catch them doing things right, you will develop happy, highly motivated and supremely confident athletes.

[Learn more:](#)

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## **Optimizing Athletic Performance – Are Carbohydrates Necessary?**

**By Debra Wein and Nicole Schultz**

Before sports nutritionists and coaches begin prescribing eating recommendations to athletes that are unconventional from traditional standards, it is important to consider the scientific evidence supporting a low-carbohydrate diet for boosting athletic performance.

This article provided courtesy of the National Strength and Conditioning Association (NSCA).

[Learn more:](#)

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## **Why 5 Is A Magic Number For Losing Weight And Achieving Your Health Goals**

**By Jack Canfield, Author, July 22, 2015**

More than half of all Americans want to lose weight – yet of those who choose to diet, more than 95% never reach their goal or quickly regain the weight they lost. Why do so many people find it so difficult to achieve their weight and health goals? Some might argue that it has to do with lack of willpower or low self-esteem... but I think it's simply a matter of poor planning. If you want to accomplish a goal, you have to have a realistic and achievable plan.

[Learn more:](#)

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