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# THE NISCA JOURNAL

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September-October 2022



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**Front Cover Art:** Ashley Fryer is a 2022 graduate of Lakota West High School in West Chester, Ohio and was a 3-year state qualifier in the 200/500 free and 200/400 free relays. A 2-year All American, she graduated LWHS with high honors. “Anxiety in Practice” is a watercolor on a decoupage background of practice sheets from her junior year at LWHS. It won an American Visions Gold Medal at the Scholastic Art and Writing national competition in 2022. Less than 1500 entries out of 260,000+ are recognized for a national award. Her painting will be included in a special traveling exhibition for the next 2 years. In June Ashley attended the National Scholastic Art and Writing Awards at Carnegie Hall. “Anxiety in Practice”, part of her AP Drawing portfolio, earned a top rating of 5. Her portfolio documented how mental challenges in swimming make the road to success more difficult. Ashley has had pieces exhibited in the U.S. Capitol building in D.C. and received numerous awards for her art. She is a freshman at Bowling Green State University where she is swimming and studying Graphic Design.





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Dear NISCA Coaches,

It's that time of year again, the new school year and swim season are just beginning, and we are back doing the important work of coaching our team to be the best athletes and people they can be. We know that our athletes achieve more within a supportive team environment than any of the individuals would accomplish alone. As coaches, many of us are fortunate to have supportive colleagues with whom we coach throughout the year. Many of us also take advantage of being part of the NISCA team and reach out to coaching colleagues across the country in order to help us help our athletes. Yet there are many coaches who are like the individual swimmer trying to get better on their own, with no close coaching colleagues to lean on for support. I've been in both positions during my coaching and teaching career. I am going to suggest that we all work hard to expand our influence to the broader coaching community this season and into the future.

Some of the most challenging yet rewarding work we do as coaches is to establish a team environment where the dynamics benefit everyone, from the fastest and most experienced all the way to the novice. Whether it is pre-practice, pre-set, post-practice, post-meet or anytime we are working with our swimmers, it is crucial to build our environment so everyone thrives in ways they couldn't without the team behind them. My girls team just had our first dual meet of the season last Friday, and it left me feeling great about the direction we are headed. I witnessed a lot of positive mentoring going on and a lot of support structures being built within our team.

It is important for us as coaches to try and do the same thing with our peers in the coaching community and build a supportive network of coaching colleagues. Similar to what we do with our swimmers, having those pre-meet, post-meet and even middle-of-the-meet conversations with coaches we are competing against will help us grow as coaches and be better equipped to help our own team. I hope we can all put in the extra effort to reach out to the new coach at an invite or the new coach in our conference, and let them know they have a colleague who wants them to succeed.

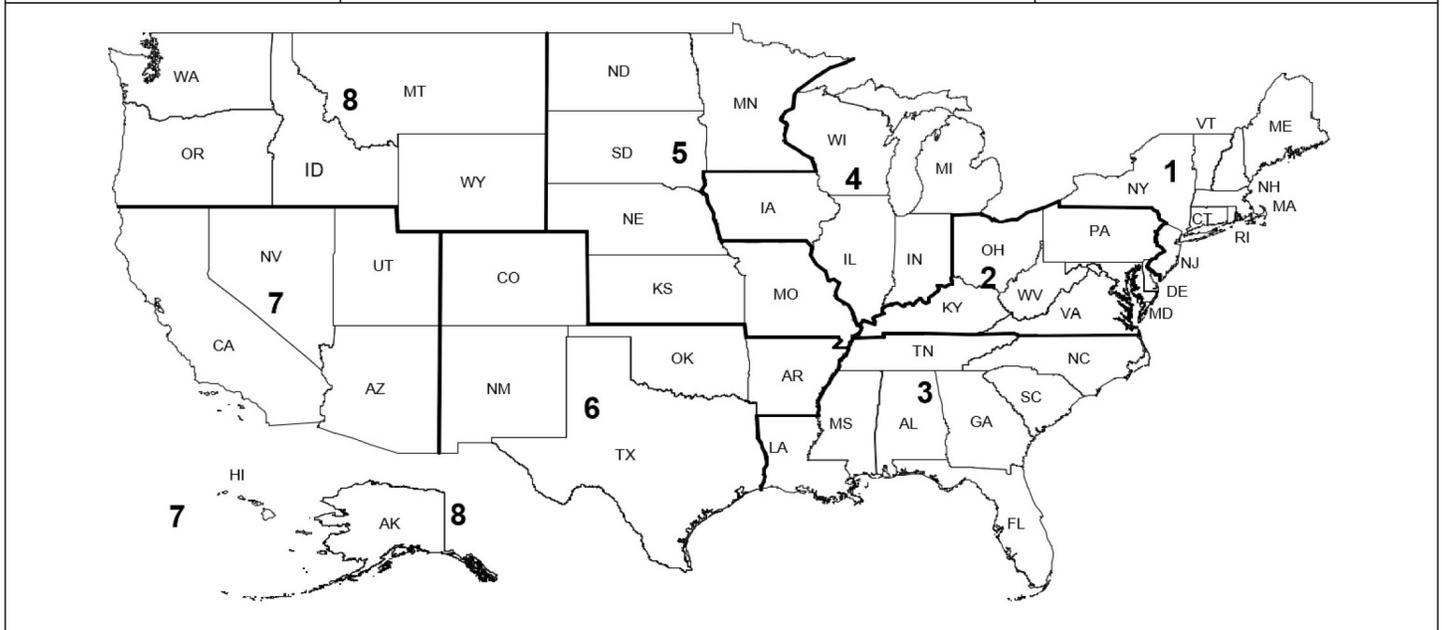
NISCA is here to support all aquatics coaches. We know you are a NISCA member, or you wouldn't be receiving the Journal. When you make those on-deck connections this season, encourage your peers to become NISCA members as well as members of your local and state coaching associations. Maybe even pass along your copy of the Journal to let those coaches see the great articles our Editor consistently pulls together for us. Help build the NISCA team environment so we can continue to build a network that supports coaches and athletes alike. The more effort you put into building our coaching community, the stronger we all will be. If you look on the backside of this page, you will find the contact information of the NISCA Letterhead. Each person listed is committed to your coaching success and enjoys the opportunity to work with you. In other words, don't hesitate to reach out!

Wishing you and your athletes a great season!

Tim

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<p><b>All America Coordinator</b> MARK ONSTOTT 41 Nickelby Down Brentwood, TN 37027 847-644-7029 (C) e-mail: aacoord@niscaonline.org</p>	<p><b>All America Swimming-Boys</b> TIM SIROIS 673 Hill Street Highland Park, IL 60035 224-765-2234 (W) / 847-877-2669 (C) email: boysswaa@niscaonline.org</p>	<p><b>All America Swimming-Girls</b> MARK JEDOW 21425 Encino Lookout San Antonio, TX 78259 210-481-6955 (H) / 259-3986 (C) email: girlsswaa@niscaonline.org</p>	<p><b>All America-Academic/Scholar Team</b> MARNEY SHIRLEY 401 8<sup>th</sup> Street SW Jamestown, ND 58401-4642 701-952-6642 (H) / 701-269-4324 (C) email: aamerican@niscaonline.org</p>	
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<p><b>Rules/NFHS Liaison</b> PETE HUGO 29 Fairview Avenue Great Neck, NY 11023 516-487-2386 (H) / 516-578-9026 (C) email: rules@niscaonline.org</p>	<p><b>Journal Editor/Constitution/ International Programs</b> DANA ABBOTT 906 Aster Drive Katy, TX 77493 281-347-0689 email: journal@niscaonline.org</p>	<p><b>Marketing/Outreach/ International Programs</b> ARVEL F. MCELROY 24372 West 108th Terrace Olathe, KS 66061 785-218-1912 (C) email: marketing@niscaonline.org</p>	<p><b>Professional Awards</b> TOM HUDSON 1710 Boulder Drive Laramie, WY 82070 307-760-4814 (H) email: dhward@niscaonline.org</p>	
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**ZONE DIRECTORS**

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As this issue of the Journal was being compiled, the U.S. Open Tennis Championships was being contested, and no stories had a more concentrated focus than the ones surrounding Serena Williams. She needs no introduction here. She has been a sports headliner since she broke into the Top 100 ranked players in the WTA in 1997 when she beat two top-10 opponents in one tournament. And she's been a force for the last TWENTY-FIVE YEARS. It's probably safe to say that most sports fans around the world, certainly fans of tennis, know the name "Serena Williams".

Yet as good, or great as she has been, she's had the ups and downs experienced by most athletes at any level. Since her professional debut in 1995, and after 23 major championships, she announced she has decided to make this 2022 U.S. Open her last. Her swan song. Many expected her not to make it through the first round, but she did. Her chances were not looking great to survive a matchup with No. 2 seed Anett Kontaveit (Estonia) in the second round. But she did (7-6(4), 2-6, 6-2). She exceeded everyone's expectations, including perhaps her own. After the match, she commented, "There's still a little left in me. We'll see. I have absolutely nothing to lose."

In the third round, she traded the first two sets with Ajla Tomljanovic, then fell apart in the third to bow out from the 2022 tournament. After a three-hour match, and in response to tumultuous ovations from the admiring spectators and fans, she thanked her family for the "fun ride" after so many years.

She was asked if she would reconsider retirement. Her reply? "I don't think so, but you never know."

(To which we might remind our readers: see **EDDIE REESE**.)

Observations on Serena from **The Daily Coach** (9/1/2022): *Over the past few decades, she's given young women, sports fans and leaders of all walks countless lessons in hard work and consistency. There are three we might be wise to apply to our own lives:*

### **1. A slip isn't a failure**

*[Part] of what made Williams elite was her mentality that she never viewed her setbacks as permanent. She actually despises the word "failure" and views undesired results as "slips" rather than fatal disappointments.*

#### **NISCA JOURNAL STAFF**

**Editor:** Dana Abbott

**Feature Writers:** Dr. Karl Hamouche, Mike Peterson, Aimee Schmitt, Michael J. Stott, Dawn Weatherwax, Russ Ingold

**Medical Consultant:** Karl Hamouche, M.D.

**Nutritional Consultant:** Dawn Weatherwax, RD,LD,ATC,CSCS

**Advertising:** Arvel McElroy

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***"I think sometimes people are afraid to lose... or they're afraid to fail."***

*Mistakes and disappointment are inevitable, but to her, it was always about studying a loss, learning and moving on to the next challenge.*

### **2. Everyone gets anxious**

*Williams has acknowledged she feels "insanely nervous" before matches. The key is not to dismiss fear or pretend it doesn't exist. It's to channel it in the right ways and know when it's time to fall back on our preparation.*

### **3. It's not about luck**

*Her 23 Grand Slam wins and her ability to play at a high level well beyond the age of most of her peers is more a testament to her resiliency, her preparation and an unquenchable thirst to get better.*

*"Luck has nothing to do with it," she once said. "I have spent many, many hours, countless hours, on the court working for my one moment in time, not knowing when it would come."*

*Williams undeniably had physical gifts, but what elevated her to the top of the sport was a relentless work ethic and a constant desire to find a higher mountain to climb.*

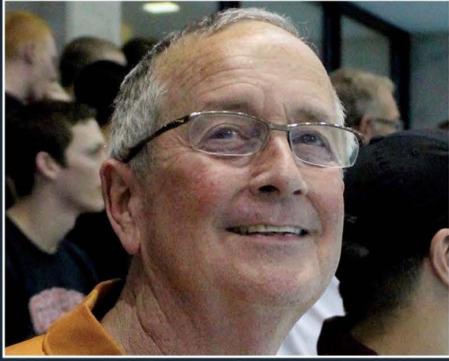
*And those lessons are relevant far beyond any tennis court.*

Like... in the pool. And **LIFE**.

#### **IN THIS ISSUE:**

- ◆ Karl Hamouche and Mike Peterson with two articles on coaching basics;
- ◆ Dawn Weatherwax joins us as Nutritional Consultant with an eye-opener on what we know about nutrition that we really *don't know*;
- ◆ Russ Ingold on explaining diving to novices and parents;
- ◆ Mike Stott shares the importance of the HS swimming experience for past Olympian Fred Schmidt;
- ◆ the GoSwim pullout by Glenn Mills;
- ◆ and more nuggets of wisdom, insight, and advice from *The Daily Coach* and *Brain Food*.





# EDDIE — REESE —

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**EDDIE REESE**

**COACHING SWIMMING,  
TEACHING LIFE**

**BY CHUCK WARNER  
WITH DANA ABBOTT**

[Adapted excerpt from book, on *Competitiveness*]

***“Personally, I try to get better at everything I do every year.”***

Science says that the entire cellular makeup of a human being is replaced every seven years. As our time on earth passes, we have the choice to strive for personal growth mentally and physically, or not. Like all of us, Eddie Reese isn't physically the same person he was years ago, yet he makes sure that his mind continues to grow. And as he will gladly admit, with that passing of time perhaps a little of his internal fire has been traded for a more philosophical view of competition. In an interview in 2018, he had this to say:

***Now when we compete, we're still as competitive as can be when that gun goes off, but afterward you shake hands and are happy for the winner. I heard something years ago, “At the end of the contest you should not be able to tell the winners from the losers.” I realize that might be impossible. But it sure sounds good.***

***No printed word, nor spoken plea can teach young minds what they should be.  
Not all the books on all the shelves - but what the teachers are themselves.***

*-Rudyard Kipling*

## Building A Team

By Karl Hamouche, M.D., and Mike Peterson

### *Swim Smart*

There are three essential components to a great team: Swimmers, coaches and parents. But before we go about giving each group's roles, we need to ask several fundamental questions:

*Why focus on team?*

*What is a team?*

*What makes a GREAT team?*

#### Why focus on team?

Swimming hurts. It's uncomfortable and costs almost everything (for the swimmer and parent) if you intend to do it right. No one in their right mind does this long-term for small reasons. If there is no greater purpose than to swim for oneself (a small reason), then the second the road gets rough or the set gets tough or the season doesn't go as planned, that swimmer will be out of the game either mentally or physically. It's easy to quit on yourself because no one else gets hurt in the process.

The "team" concept is how we build a greater purpose in our swimmers. It gives them something more to work for and it's much more difficult to quit on your team than it is to quit on yourself. Swimmers who feel a responsibility to their team stick through the tough times. This is the foundation of building a long-term successful team. This is how we build a generational team that continually improves from year to year. As head coach, CEO, King/Queen of the pool it's your job to create this culture and maintain it through the years. Fast swimmers come and go, but culture is present every day.

#### What is a team?

The definition can be variable and based on circumstance. At its core, the term includes some sort of belief that the individual's decision affects the group. Therefore, individuals should hold themselves and each other accountable for their actions (giving up on sets, swimming easy on relays, skipping practice, partying...etc.). We also like to add an element that even if one person "succeeds" in accomplishing a great feat (makes the Olympics for instance), everyone on the team had a hand in that accomplishment and deserves some of the credit. This way, even a "slow" swimmer on the team can be part of the contribution that ends up being recognized publicly.

On Day One of every season, we remind our swimmers what our definition of team is:

***One person's success is everyone's joy.  
One person's failure is everyone's fault.***

It's up to you what you want the term "team" to mean, but make sure it's something inspiring, holds the kids accountable for their actions and instills a sense of greater purpose. Here are some other examples of what a team can be:

- ◆ ***A group of individuals that trust each other***
- ◆ ***All for one and one for all***
- ◆ ***Individuals with a common goal***
- ◆ ***A group working together that is more than the sum of the parts***

The final piece of the puzzle is to share this vision of your team with everyone all the time! Your swimmers, assistant coaches and parents should hear about the team at every turn. It should be bannered and hung from the walls and written on the kickboards. Other high schools and the community at large should know it too. That's how you are going to recruit more swimmers and grow the team.

#### The next obvious question is how to build a GREAT team!

All of the components of the team we mentioned (swimmers, coaches and parents) need to be operating at their best. But first, what's going to be the overall goal for this team of ours? What is this new kid joining the team supposed to really focus on every day? Should we just worry about times, qualifying for meets, breaking records and swimming fast? Nah, we can think bigger. Character is what our rookie should focus on. It should be what YOU focus on and here's why.

Most coaches, swimmers and parents want to focus on the result: swimming fast. Unfortunately, most of the factors that determine someone's maximum potential are out of everyone's hands. If you broke down the ultimate swimming performance a person can achieve (the greatest result), here would be our estimate of the factors at play and their contribution:

- ◆ ***Genetics 50%***
- ◆ ***Personality and upbringing 25%***
- ◆ ***Coaching/training 15%***
- ◆ ***Facilities/opportunities 10%***

How can anyone (swimmer, coach or parent) claim credit or blame for any result when so much is out of each person's control? In addition, only one person can truly be "fast" at any one time and everyone else by definition is just less fast, aka slow. For these reasons, we will focus on our swimmer's character.

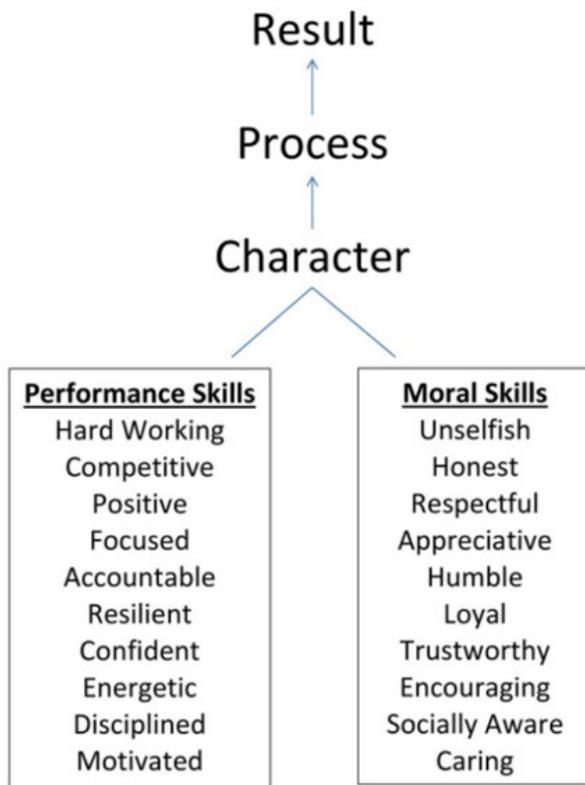
A great TED talk to watch and share with your team was given by Brett Ledbetter called Building Your Inner Coach. In summary, "...winning is not a result, winning is a process that is driven by character." He wanted his athletes to have a strong inner voice that would be their coach at all times for their entire life. This inner

voice has the power to build or destroy and its ability is built on character. He (and we) want to give our athletes that character driven inner voice.

TED Talk: <https://www.youtube.com/watch?v=q7a5TlzOmeQ>

So, how do we do this in real life? After studying and speaking with hundreds of top athletes and coaches, these were the skills that feed into a great athlete's character.

Performance Skills are what we want every athlete to master and Moral Skills are what we want every human to have. These apply whether you are an employee, spouse, sibling... etc. Again, this comes back to the idea of "make a great kid first" and the rest will take care of itself!



How you build these skills will be your challenge. Read leadership books, share regularly with your team, help them understand failure is not a step backwards but is tripping forward and is a great teacher. Be just and fair and hold your athletes accountable for their actions in and out of the water. Rebuke, when given by someone we trust, is accepted and welcomed. It's what makes us better and we know it.

For example, when writing this, Karl was a radiology resident. Medical school, residency training and being a doctor in general is a constant learning and growing process. The best learners seek out mentors who aren't afraid to tell them what they did wrong and how to get better. It may hurt your feelings for a bit, but makes you better in the long run. Coaches and swimmers need to have the same attitude towards their own growth.

Focusing on the results all the time only means we are focusing on the future and never living in the moment. How can we do our best work in the moment if our minds are elsewhere? Impossible. In addition, solely focusing on results makes the athlete's self-value based on their last performance. A couple bad performances in a row and that swimmer isn't going to feel good about themselves and will spiral down the vicious cycle. Instead, we want character that pushes through and overcomes, not succumbs. This is called grit and we will touch on it again later.

In between character and results is process. We have all heard the phrase "focus on the process" and we know it to be true, but what does that look like in real life? An easy way is to constantly ask two questions:

1. What did I do good and why?
2. What can I do better and how?

After every set, practice, swim meet and season, these questions should be our guide.

Another real-life example of putting these vague concepts to use is to remember that winning isn't everything. We tend to only use this phrase when we fail to help ourselves feel better, but the fact is this is true even when we win. When kids come up to you after a race they won all excited, what's your initial response? "Good job, here's some sprinkles on your ice cream?" Or do you go back to our questions and ask what's the next step?

In medicine, this is called the "Satisfaction of Search" error. When you find what you are looking for or achieve your result, you quickly lose motivation to keep searching and cover your bases. Swimmers encounter the same effect. Once we reach our result, we let satisfaction prevent good from becoming great! Swimmers with strong character can overcome their failures and success to continually chase improvement.

If all we care about is character, is there no more room for results and goal setting? Of course there is! But we need to use them properly (more on this coming up). Goals help us stay motivated and on target during a long tough season. But they should never be the end result. There should be no end result, but instead a continuous process of improvement using goals as our steppingstones. The second you think you have reached every attainable goal and result; it is time to quit and find something else to help you grow.



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# The Coach's Job

By Karl Hamouche, M.D., and Mike Peterson

*Swim Smart*

## Job Description

As we mentioned earlier, a great team starts to develop when everyone who is part of the team is operating at their best and doing their jobs well. There are three parts to our swim team: coaches, swimmers, and parents. No group can do a good job if they don't know what their job is! We need a clear job description for each group. This will also help us create the boundaries people shouldn't cross which will help us avoid conflict and bad team culture.

## Coach's Job

As coach, you have to be part CEO, part parent, part cheerleader, part entrepreneur, part scientist, part public speaker and 100% mentor. Let's try to go through these concepts step by step and give some concrete examples for you to base your ideas on.

Obviously, we think developing a "team" culture is the best way to go. The best way to do this is to have a shared long-term plan. We are going to put this plan into writing using a *vision statement*, a *mission statement*, and *team goals*. We know... sounds very "corporate" and lame. But these aren't for your shareholders, they are for you!

**A vision statement is your "why."** This tells you, your assistant coaches, your parents, your swimmers and your community why you exist and what your vision of the future is. It gives everyone involved a purpose and meaning. This is what we are all working towards. This is also NOT attainable. The vision is never fulfilled. Instead, it is a never-ending quest for improvement. Here are a few examples of vision statements:

- ◆ To increase the mental engagement of swimmers and coaches in swimming (*Swim Smart's vision*).
- ◆ Creating people we want living in our world.
- ◆ Improving our community through great individuals.

**A mission statement on the other hand is your "how."** How are you going to go about achieving your vision? This helps guide the team with their daily decisions and whether they are working towards accomplishing the vision. If a vision statement is the destination, the mission statement is the journey. You need both to reach the end. Here are some examples of mission statements:

- ◆ Creating products and resources that fix swimming problems and creating "Aha!" learning moments (*Swim Smart's mission*).
- ◆ Using swimming as a way to teach life lessons that lead to hard work, dedication... and fast swimming!
- ◆ Creating a swim team culture that works towards elevating everyone to their maximum potential.

**A team goal is your short-term step by step "result."** While a vision and mission statement won't change over years, a team goal should be set and changed every season. It should also be something everyone can contribute to. If you make it based on how fast a person swims, not everyone will be able to contribute and it won't be a "team" goal anymore. When we talk about the swimmer's job, we will go over individual goals, which is where we will introduce swimmer specific goals. If the *vision statement* is the destination and the *mission statement* is the journey, then the *team goals* are the steps you take along the way. Here are some examples of team goals:

- ◆ Write a book that inspires coaches to challenge themselves, their swimmers and parents (*Swim Coach's Starter Guide!*)
- ◆ Be the best underwater kickers in the state.
- ◆ Have the largest and most active team in your (Area/Conference/District/Region/State).

**"People don't buy what you do, they buy why you do it."**

**Simon Sinek**

Setting a vision, mission goal, and team goal is the easy part. Holding on to it is hard, especially in the setting of great success. Most anyone can focus on a non-swimming related goal when they have a "slow" team. No championships on the line to lose, no Olympic trials to perform well at, no Division I team to sell your "product" to and prove how great a coach you are. But when those things start to happen, it's easy to forget purpose and instead focus on the results. *It's easy to let ego get in the way of the process.* We start to focus on what we can lose instead of what we're really there for: **creating/growing tough kids who want to conquer the world by conquering themselves!**

**On a daily basis, you as a coach really only have two jobs:**

1. Set the expectations higher than the team is comfortable with.
2. Motivate them to reach that goal.

We all need someone to push us out of our comfort zones. We can almost never do it ourselves; we need someone else to hold us to a higher level of excellence. Your job as coach is to set that target outside everyone's comfort zone. That's how we create growth and character. That's why we need coaches and mentors. **A swimmer's first mentor in their life could be you.** *Make sure you do a good job!*

These higher expectations apply to every part of the team: coaches, swimmers, and parents. Most of this will come in the form of education. Educating your team on their jobs and how to do them

right will build everyone's trust in you. The funny thing is, you don't even have to be obviously right in what you say, but just showing that you care and are there to serve the team builds everyone's trust in your leadership skills and role.

**You may be wondering why you just got stuck with the mentoring job, shouldn't the kid's parents be their mentors? In all likelihood, between practices and meets, you are the adult the kids spend the most time with, therefore the job is yours.**

Right now, we are going to hold a 10,000-foot view, but in the next NISCA Journal, we will talk in more detail how you can go about educating your swimmers and parents, in *"Managing The Team."*

For now, the most important person to educate is yourself and your coaching staff. There is no semester test, no grade, no evaluation. This is all on you and that's what makes it so difficult. You have to commit to teaching yourself about exercise science, business, and leadership skills. And whatever you learn, you have to share that with your team. Setting aside scheduled time to meet, talk, and email about what you are learning will hold you accountable. Better yet, having a mentor that pushes YOU beyond your comfort zone is even better... *wait a second, you need a COACH!* Find one, learn from them, have them teach you and set you straight you when you need it.

***If you want a mentor, a COACH, email us and let us know.  
We'll connect you to the right person!***

In addition, find some great coaching resources and follow them. These are the people who have made it their life's goal to improve and inspire other coaches. Remember, you will be the average of who you spend time with. Spend time with great coaches, and you will start to turn into one yourself. And don't be afraid to take ideas from outside the pool. The habits of excellence and success are the same everywhere you look, you just have to find them.

These are some of the more impactful books we have read over the past few years that we suggest you and some of your athletes read. It is not uncommon for us to blast out emails of good reading material or snippets to our swimming families. While most athletes will not read anything, many of our top performers will read extra material to help themselves. If you can get a few to pick up new habits and train those skills and adopt those mindsets, it will trickle into the minds of others:

#### **Books:**

Drive by Daniel Pink  
Start with Why - Simon Sinek  
The Infinite Game - Simon Sinek  
Grit - Angela Duckworth  
The Speed of Trust - Stephen Covey  
12 Rules for Life - Jordan Peterson (also on YouTube)  
Coach Wooden's Pyramid of Success - John Wooden and Jay Carty  
Wooden - John Wooden with Steve Jamison  
They Call Me Coach - John Wooden  
The Vision of a Champion - Dorrance/ Avebuch  
Shaken - Tim Tebow  
Creating Magic - Lee Cockerell

The Boys in The Boat - Daniel James Brown  
Atomic Habits - By James Clear

#### **Follow:**

Simon Sinek  
Swim Coaches Idea Exchange Group on Facebook  
NISCA High School Swim Coaches Exchange Group on Facebook  
Jason Pullano on Instagram and Facebook  
www.swimmingwizard.com  
Swim Like A. Fish  
GoSwim.tv  
Swim Coaching Associations (NISCA/ASCA/ISCA/WSCA)  
Proactive Coaching on Facebook  
The Reformed Sports Parent on Facebook  
Swimming Science on Facebook

Another avenue you might go to help your athletes is to share inspirational videos. As you might read in some of those books, visual cues are a big deal. Make sure you are taking the time to search and find new material to reach all of your kids. This past year we started taking 15 to 20 minutes of every week during our dryland to show videos or speak about material we had read through to help better our athletes mentally to take on the physical tasks before them. John Wooden and Anson Dorrance have a lot of video content out there that is fantastic.

Over time your swimmers, coaches, and parents will start to trust you through your character and your competence. The faster you gain their trust, the more successful your team will be and the faster it can make big decisions. We have seen coaches fought against, pushed back on and even fired because the team they served did not have trust in them. It's entirely possible these coaches didn't deserve the team's trust, but the fact remains: if you are constantly fighting your team to get "your way," you need to realize it's because they don't trust you.

***"The first job of a leader—at work or at home—is to inspire trust. It's to bring out the best in people by entrusting them with meaningful stewardships, and to create an environment in which high-trust interaction inspires creativity and possibility."***

***Stephen M.R. Covey***

You will never be able to change the team's culture overnight. It's an ongoing process that starts slowly, but accelerates with time. Don't change things too fast. Earn trust first, then make changes. Start with your board, your assistant coaches, then with your swimmers.



# Step Up Your Game With These Products From SwimSmart



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Resistance from the top  
Moon cut-out for streamlining  
Three sizes for any ability

## Break-Away

Fix bad resistance sets!  
Automatic release system  
Use with Power Towers  
A whole new ability



## Power Harness

Fix bad body alignment!  
Drive with the shoulders  
Use with any resistance tool  
Carabiner for quick exchanges



## The Biology of Swimming

Fix bad knowledge!  
Swimming science for beginners  
300+ illustrations  
Fun and easy to read



## Fog-X

Fix foggy goggles!  
Lasts weeks to months  
Fits virtually any goggle  
Two pairs included



## Squeezline

Fix bad streamlines!  
Audible BEEP for feedback  
Soft silicone case  
Every streamline, every wall



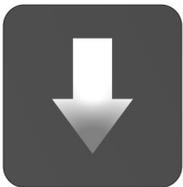
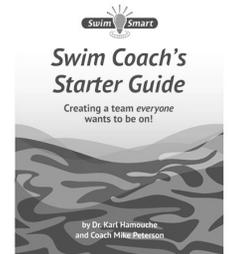
## E(xchange)- Paddles

Fix dropped elbows and train EVF  
Exchange all paddles for variety  
Incentivize the body to grip with the forearm  
A-la-carte combinations available by email



## Swim Coach's Starter Guide

Written by Swim Smart founders  
Perfect for new coaches  
A resource for head coaches  
Directly applicable guidelines



## Free Download-ables

Fix bad organization!  
Improve your coaching ability  
Tools to build training guidelines  
Learning for the whole team

## Courses

Fix bad swimming knowledge!  
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# Explaining Diving to Novices (and Parents)

Russ Ingold

*Head Girls and Boys Diving Coach, Blue Valley Southwest HS, Overland Park, KS*

## DIVING FOR SWIM COACHES (PARENTS)

A couple of years ago, the president of our booster club asked me for some information about high school diving to put in a newsletter. She was hoping that the more the parents knew the better they could support the whole team. I put some things together and after several of those newsletters, a brief explanation about how high school diving worked surfaced. After those issues came out, a couple of the swim coaches let me know that they learned some things about diving they didn't know even after coaching high school swimming for years.

## Diving is not Swimming

This looks like an obvious statement, but I have seen and heard of some swimming coaches, usually new ones, trying swimming philosophies on diving. That would be like a football coach trying to use football techniques in soccer. Both are played on a field, but they are different sports.

### There are two parts to a dive:

1. The category it comes from.
2. The position the dive is performed in.

### There are 5 categories of dives.

#### 5 CATEGORIES OF DIVES

##### Front Dives

Diver's starting position is facing the water and diver rotates forward.

##### Back Dives

Diver's starting position is on the end of the board over the water with back facing the water. Diver rotates backward.

##### Reverse Dives

Diver's starting position is facing the water and the diver rotates backward

##### Inward Dive

Back facing water rotating forward.

##### Twist Dive

Any of the 4 categories adding a twist.

#### 4 DIFFERENT POSITIONS

##### Straight

The body is straight with no bend at the waist or knees.

##### Pike

Body only bending at the waist.

##### Tuck

Body bending at both the waist and knees.

##### Free

A combination of the other position only use in twist dives.

**Each dive has a specific number that describes which category the dive comes from.**

#### EACH DIVE HAS A NUMBER

Forward Dives are 100's

Back Dives are 200's

Reverse Dives are 300's

Inward Dives are 400's

Twist Dives are 5000's

**Each position has a letter to describe what the dive should look like.**

#### EACH POSITION HAS A LETTER

Straight is A

Pike is B

Tuck is C

Free is D

**The combination of the dive number and position letter is the official description of the dive.**

#### HOW TO DECODE A DIVE NUMBER

For example, if the diver was doing dive 103B.

The first number designates the category, in this case 1 means it comes from the Forward group.

The last number designates the number of 1/2 somersaults being done. In this example there are 3 half somersaults giving a total of 1 1/2 somersaults.

The B tells us that the dive will be done in the Pike Position.

So, the dive listed is a Front 1 1/2 somersaults in the Pike position.

A dive with the same number but with a different position, is the same dive. It is important for the divers to learn the dive numbers as they are the official description of the dive. Should there be a discrepancy between the dive number and written description, the dive number is the dive that is to be performed

In Twist dives, the 5 means it is a twist dive. The second number is category of the dive. The third number is the number of 1/2 somersaults being performed. The fourth number is the number of 1/2 twists to be done.

For example, 5132D. The 5 means it is a twist dive. The 1 means it comes from the forward category. The 3 means there are 3, 1/2 somersaults. The last 2 means there are 2, 1/2 twists. D means it is in the twist position. A forward 1 1/2 somersault with 1 twist in the free position.

**There are 4 different positions in which a dive can be performed.**

**Every dive has a predetermined Degree of Difficulty (DD).** This is determined by the number of somersaults and twists that are in a dive. Generally, the more of both there are (somersaults and/or twists), the higher the DD. A diver can be rewarded by doing dives with a higher DD well. It can also be advantageous if a diver can do a lesser DD dive well and not take the chance doing the more difficult dive poorly. It is clearly a *risk-rewards* situation.

## DEGREE OF DIFFICULTY

Each dive is assigned a Degree of Difficulty (DD). The DD is calculated by the number of somersaults and twists a dive has. Generally, the more difficult the dive is the higher the DD. There are a few dives that don't follow that rule. The DD's range from 1.2 (101C) to 3.4 (405B).

**Any dive can be designated an optional or voluntary depending on the situation.**

## OPTIONALS AND VOLUNTARIES

In a dive meet, dives are also designated either voluntary or optional. Depending on the meet format, there will be either 1 or 5 voluntary dives and either 5 or 6 optional dives.

Any dive may be designated a Voluntary or an Optional Dive. Usually, when two dives from the same category are used, the dive with the lower DD is designated a voluntary dive.

**At first, judging can seem pretty intimidating.** A lot of parents have come from their kids participating in gymnastics, where the judges score seems to take forever to be displayed to diving where score are almost immediately being shown.

There are several rules a judge needs to take into consideration in awarding a score. The best advice for a new or novice judge is to judge what you see. First determine what range the dive is in (Excellent, Very Good, Good, ...) Then determine where in that range the dives best fits. If it was a Good dive with a few small faults, award a score high in the Good range. If it was a Good dive but had several faults, award it a score in the lower part of the Good range.

## JUDGING

Judging can be very subjective. With that being said an element of objectivity can be used to help arrive at a score for a dive. Scores are earned based on a range from 0 to 10 in ½ point increments. Score what you see.

0	Failed Dive
½ - 2	Unsatisfactory
2½ - 4½	Deficient
5 - 6½	Satisfactory
7 - 8	Good
8½ - 9½	Very Good
10	Excellent

Decide first which score range the dive fits into then decide where it fits in that range.

There are several **scoring programs** that can be used to calculate the results of a diving event, or you can do it by hand. To do it by hand, you will need an announcer, someone to write down each judge's score, a person to calculate the score for the dive, and a person to add up all the dive scores. Of course, some of these can be combined, but the scoring will go smoother with all these people working together.

## SCORING A MEET

There are two components that go into calculating the scores for diving: DD and Judges awards.

Judging Awards. A judging panel can consist of 5, 7, or 9 judges. There are times when 2 judges can be used, but it is preferred to have an odd number of judges. The goal is to get 3 scores. If there were 5 judges, the high and low scores are eliminated. With 7 judges the top and bottom 2 scores are eliminated. With 9 judges the top and bottom 3 scores are eliminated.

The 3 judges awards are added together and then multiplied by the DD to get the score for that dive. The scores for all dives are added together to give the final score.

**There are 2 different formats for a diving meet, 6 and 11 dive,** both serve different purposes.

## 6 DIVE (DUAL MEET) FORMAT

A 6-dive format is usually used in dual meet situations. It consists of 1 Voluntary and 5 Optional dives. The first dive must be the Voluntary. The NFHS determines which group this dive comes from and is called the dive of the week. The first week of competition has the front group as the Voluntary category. The second week is Back category. The third week is the Inward category. The fourth week is the Twist category. The fifth week is the Reverse category. The pattern repeats itself through the season.

## 11 DIVE (CHAMPIONSHIP) FORMAT

An 11 dive, or championship meet, consists of three sessions: Preliminaries, Semifinals, and Finals. Each session consists of a specific number of Voluntary and Optional dives. The Prelim session consists of 2 voluntary dives and 3 Optional dives. The Semi session consists of 2 Voluntary and 1 Optional dives. The Final session consists of 1 Voluntary and 2 Optional dives. There can be some strategy involved in a championship meet. Usually, your strong divers are comfortable doing their dives in any order. With the others the goal is to get to the next session. These divers would put their best dives first trying to advance to the next session. Unfortunately, these divers end up doing their 3 worst dives in the finals.

*Different states have many different procedures in which a diver has the opportunity to qualify for their state meet. What is yours?*

**Here is how to qualify for All-American Honors.**

## ALL AMERICAN

To qualify for All American consideration, two different criteria must be met. There is a DD requirement and a Score requirement. A Championship format is used to qualify for consideration. Remember a Championship format consists of 11 dives, but only the DDs of the 6 optional dives are used to determine the DD.

**As in all activities, safety is the major concern.** There are a few situations that pertain to diving.

**Divers are always cold.** They are getting in and out of the water, even if the water and air temperatures are similar, they still get cold. This may not seem like a big deal, but when a diver has blue lips and can't walk down the board without shivering, Hyperthermia is a concern.

**Concussions.** Concussions can occur by other means than hitting the board. By slamming the head on the water, either face first or the side of the head, can cause a concussion.

There are instances where a diver doesn't come out of a tuck and their knees contact the face. This could also cause a broken nose. Broken eardrums have occurred by hitting the side of the head on the water.

Hitting the board is always of great concern. Broken bones, lacerations, bruises, and other injuries can come from hitting the board.

Sometimes because of limited space, there can be the temptation of having swimmers swim down the edges of the lanes where diving is going on. It may seem to be a good use of available space. In my opinion, this is an accident waiting to happen. It just takes one swimmer or diver not paying attention and a devastating injury could occur. *Can you imagine a diver trying to learn a new dive, being afraid of doing it incorrectly, getting hurt, and then landing on someone?*

Diving is one of a few activities where to progress in the sport, an athlete must do something they have never done before. The ability to overcome fear can determine whether a diver will excel in this activity.

#### SAFETY

Divers are always cold.

Concussions

Not just hitting the board.

Hitting the board.

Swimmers in diving lanes.

To advance in the sport, a diver must do something they have never done before.

Fear

In a high school program, kids coming out for diving usually have little or no experience. *Don't give up on them too soon.* They may never be a state champion, but they may give the team those extra points to help the team reach that goal.

When planning a meet, make sure there is plenty of time for the divers to warm up. Not being acclimated to the facilities can lead to injuries. It takes an average of 35-45 seconds per dive during warm up, and unlike swimming, where you can put several swimmers in a lane, you can only put one diver on a board at a time.

This again may seem to be an obvious statement, but make sure to **include all the athletes in any team function**, whether they may think it pertains to them or not.

With most high school divers being novices, their parents are in a similar situation. They are trying to learn the ins and outs right along with the athletes. The parents might take a little longer to grasp things, so be patient with them.

#### OTHER CONCERNS

If you are able, don't cut people prematurely.

During warm up, it takes somewhere between 35 and 45 seconds per dive. Plan accordingly.

Team building (inclusion).

Parents.

#### WHO MAKES A GOOD CANDIDATE FOR DIVING.

Gymnasts  
Dancers  
Pole Vaulters  
Football Players  
Baseball Players  
Soccer Players  
Wrestlers  
Cheerleaders  
Cross Country Runners  
Skate Boarders  
Free Style Skiers  
Swimmers  
Trampolineists

As you can see, anyone could be a candidate to become a diver. Each athlete brings their own talents, experience, and expectations to the sport. Diving is usually not a lifetime sport, but then again there are those Master Divers that seem to compete forever.

*(Editor's note: The illustrations are from a slideshow and could not be edited. They are shown as supplied by the author.)*

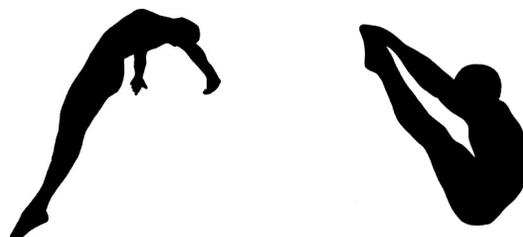
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## What Every Swim Coach Knows About Nutrition

### *That They Really Don't Know*

By Dawn Weatherwax, RD,LD,ATC,CSCS

There are so many aspects of being a swim coach. There is no way coaches can be experts in every field to maximize the success of each swimmer. Nutrition is one of those areas. What are key points that each swim coach needs to know to fuel their swimmers the best!

#### QUANTITY

This sport requires a lot of fuel (calories) to train and perform. It will never matter how much or how hard they train if they do not intake enough calories. Calories are fuel for the body and the muscles. The muscles carry the quick fuel to be released during the swim. If the fuel levels are low, the swimmer will not grow optimally, they are more apt to get sick, will not get leaner naturally, and cannot maximize the trainings to get faster. The teams and programs that start to understand this and take it seriously will have a competitive edge!

#### *Did you know?*

- ◆ 75% of athletes undereat!
- ◆ 33% skip breakfast
- ◆ Most only eat 1000 calories or less from the time they wake up until an afternoon practice! The average athlete needs 2000 calories before this time.
- ◆ The average need for young female swimmers is 2500-2800 calories a day and 3000-4000 a day for young male swimmers.

*Parents/swimmers can use the Cronometer app to log intake and compare to calories suggested. ([www.cronometer.com](http://www.cronometer.com); it's **FREE!**)*

#### QUALITY

What a swimmer eats is equally important to the quantity. Each swimmer has different needs so it is imperative a swim program teams up with a Sports Dietitian they can refer to. The program should also provide at least one or two team presentations on fueling for the competitive edge with the expert. This sets the precedence and creates a positive team culture around food and performance.

#### *Did you know?*

- ◆ Most athletes consume over 60-80g (25 tsp) of added sugar a day (daily goal should be 30g or less not including the added sugars during or post activity). Excessive added sugar can lead to increased inflammation and undesirable body composition.
- ◆ Most athletes only eat one or two veggies and fruits a day (daily goal should be 3-5 servings of each a day).
- ◆ These food groups are essential for recovery, repair of muscle cells, reducing inflammation and generally staying healthy.

- ◆ Most athletes eat too little protein or do not spread evenly throughout the day (daily goal should be 1g per pound of weight).
- ◆ The quality and timing of protein intake is imperative for muscle recovery, repair and growth.
- ◆ Most athletes average only 10-12g of fiber a day (daily goal should be 20-40g a day pending on age).
- ◆ Fiber is critical for gut and brain health, both of which impact performance outcomes.

*Parents and swimmers can use the Cronometer app to see how they match up to the goals provided.*

#### HYDRATION

Hydration is critical for the body to get rid of unneeded byproducts from foods consumed, helps keep the brain working optimally, and aids the muscles in repairing, growing, and replenishing muscle fuel. All of these impact speed, power, focus, concentration, and body health. The first goal is to consume at least half of the swimmers weight in ounces of fluid a day plus 10-20oz per activity session. Many swimmers need more but this is a good rule to start with.

#### *Did you know?*

- ◆ Two-thirds of swimmers show up to practice already 1% dehydrated.
- ◆ If a swimmer is 1% dehydrated performance can decline up to 10-12%.
- ◆ Water, unsweetened teas, smoothies, protein shakes, milks, nut milks, sports drinks (around activity) and fruit juice (in moderation) count as fluids.

#### POST RECOVERY NUTRITION

After training sessions it is essential to replace the carbohydrates and proteins used from the muscle within 30-45 minutes. If the swimmer misses this time window they unfortunately cannot make it up later. This is an extremely important time to get the nutrition back in the muscle to get ready for the next day's hard work. Swimmers should consume 10-20g high quality protein and 30-60g of carbohydrates pending on age.

#### *Did you know?*

- ◆ 10-20oz Chocolate Soy or cow's milk, Clif Builder bar, Gatorade whey bar, No Cow Bar, and Greek yogurt with fruit all fit the above guidelines.
- ◆ It does not matter if it is liquid or solid food.
- ◆ They need both carbohydrates and proteins at this time.

## **SUMMARY**

If you want your swimmers to maximize their training and performance outcomes, remove the guesswork, save time, and minimize sickness, it is important to make nutrition as much a part of your program as the training. Reach out to a sports dietitian in your area. If you do not have one locally then search for one to virtual options. The goal is to set up the swim team for optimal success in all areas and create a network that allows that outcome!

**Dawn Weatherwax**

**Sports Nutrition 2Go**

**Dawn Weatherwax's Sports Nutrition Academy**

[www.dawnweatherwax.com](http://www.dawnweatherwax.com)

[www.SN2G.com](http://www.SN2G.com)

513.779.6444

*Dawn Weatherwax (RD, LD, ATC, CSCS) is a registered/licensed dietitian with a specialty in sports nutrition and is the founder of Sports Nutrition 2Go and Dawn Weatherwax Sports Nutrition Academy. She has been working with swimmers for over 25 years and has launched an online nutrition program for swimmers. In addition, she is an athletic trainer with a certification in strength and conditioning from The National Strength and Conditioning Association.*

### **Swimming Nutrition online programs for swim teams and individuals!**

*Short course season is here!*

*It's the perfect time to share information about online swimming nutrition programs!*

*Cultivate a positive team culture around food and performance!*

*Take out the guess work!*

*Menus are available to guide swimmers to success in and out of the water.*

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For information and description on these programs: [www.dawnweatherwax.com](http://www.dawnweatherwax.com)



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## Putting the **TEAM** Work In

by Aimee Schmitt

Your new season has started, and now, after the excitement has sunk in, you realize you just plain have a lot of work to do to get your team in shape. Your new squad of novice/JV swimmers have only experienced summer league, and now they are excited but nervous about their first year of HS swim. You realize you may need to adjust your training plan to meet them where they are and build from there. **How do you elevate their training to a championship level without burying them in yardage and frustrate them (and yourself) with sets they may not be ready to do?**

Below are 4 thoughts on how to build new athletes into a future championship **team**.

1. Remember that **TEAM** culture is everything. The swimmers are there because first and foremost they want to be a part of something bigger than themselves. The **team** aspect is key. Make sure you outline the expectations of your **team** culture in a meeting and on a handout that each swimmer gets their first week and continue to remind them throughout the season what the goal is, and how it is up to each of them to get there by doing the work.

Keep the info simple and straightforward--things like attitude, effort, **team** support, respect, time management, work ethic. Explain what these items look like in action.

2. Put the **TEAM** in charge: Let them lead stretching on certain days. Have them lead a **team** cheer before or after practices. Parts of dryland can be led by **team** members. This type of leadership will encourage them to keep each other accountable towards team goals. Make a point to have them encourage each other during practice and congratulate each other after practices or meets. Allow them to design a **team** t-shirt.

3. **TEAM** traditions. These activities are always led by **team** members. Let the older swimmers of the group take leadership roles as captains and plan events for the group outside the pool. As swimmers build **team** relationships, they enjoy spending time together. Annual traditions like a **team** dinner, or **team** breakfast are great ways to build the **team** bond and elevate swimmer's desire to be better. Adding in a fun activity can help strengthen **team** bonds.

Paper plate awards made by athletes to give to each other is one idea. Secret Santa gifts, or champs psyche-up goodie bags are also engaging. Swimmer of the Week awarded by a teammate each week encourages **team** engagement.

4. Bond over **TEAM** progress in practice. Teach swimmers to understand the process that swimming takes over time. Start off with simple skills and build each week with challenge sets that help measure progress for each athlete. Encourage swimmers to note their what their process is each week. Use a whiteboard to leave a **team** message, or have log books for each individual. Is it better streamlines, or kick outs? Is it better finishes? Add to the overall yardage each week slowly and let them know how their conditioning is improving as they accomplish more each week in the same amount of time. Gradually building up the yardage builds confidence and less injury and mental burnout. Measure improvement with challenge sets. For example, it may be the same set of 4 x 100s each week with a different interval; or a set of 50s from a dive for time. Make time for **team** get-out swims or a relay challenge to keep the energy fun and exciting.

Putting the **TEAM** work in takes many forms. As the coach, you can take your time to set out your plan for the transition from new and inexperienced to next-level champions. You set a plan in place, and as your new **team** trusts the process and buys into the structure and attitude you set forth as an expectation, you will be amazed at how your new squad will develop into the future championship squad you know they can be.

Have a great season!



*Aimee Schmitt is the author of The Ultimate Swim Log and Goal Planner, and a former USA Swimming National Team Member, Stanford NCAA Championship team member, and avid believer in goal planning.*

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The book cover features a blue and white design with the title 'THE ULTIMATE SWIM LOG AND GOAL PLANNER' and the author's name 'BY AIMEE SCHMITT'.



**National Interscholastic Swimming Coaches Association  
2022 - 23 NISCA Swimming All-America**

**Yard Time Standards**

*Top 100 Athletes as determined by submitted and accepted times  
will be recognized as All-America in individual and relay events.*

<i>Boys</i>		<i>High School</i>	<i>Girls</i>	
<u>All-America</u>	<u>Consideration</u>	<u>Event in Yards</u>	<u>Consideration</u>	<u>All-America</u>
1:32.90	1:34.48	<b>200 Medley Relay</b>	1:46.16	1:44.25
1:38.42	1:40.06	<b>200 Freestyle</b>	1:50.56	1:48.76
1:49.41	1:51.52	<b>200 Individual Medley</b>	2:03.55	2:01.46
:20.49	:20.87	<b>50 Freestyle</b>	:23.53	:23.17
:48.72	:49.77	<b>100 Butterfly</b>	:55.48	:54.39
:44.86	:45.67	<b>100 Freestyle</b>	:51.00	:50.17
4:28.76	4:33.05	<b>500 Freestyle</b>	4:57.06	4:52.54
1:24.50	1:25.77	<b>200 Freestyle Relay</b>	1:36.73	1:35.33
:49.09	:50.24	<b>100 Backstroke</b>	:55.83	:54.75
:55.65	:56.83	<b>100 Breaststroke</b>	1:03.75	1:02.58
3:05.78	3:08.49	<b>400 Freestyle Relay</b>	3:30.90	3:27.49



**National Interscholastic Swimming Coaches Association  
2022- 2023 NISCA Swimming All-America**

**Meter Time Standards**

***Meters are converted to Yards by the online entry database  
Coaches enter Meter Times and check "Meters"***

***Top 100 Athletes as determined by submitted and accepted  
times will be recognized as All-America in individual and relay  
events.***

<i>Boys</i>		<i>High School</i>	<i>Girls</i>	
<u>All-America</u>	<u>Consideration</u>	<u>Event in Meters</u>	<u>Consideration</u>	<u>All-America</u>
1:43.58	1:45.35	<b>200 Medley Relay</b>	1:58.47	1:56.34
1:49.05	1:50.87	<b>200 Freestyle</b>	2:02.50	2:00.17
2:01.55	2:03.90	<b>200 Individual Medley</b>	2:17.14	2:14.82
:22.93	:23.35	<b>50 Freestyle</b>	:26.24	:25.83
:54.27	:55.44	<b>100 Butterfly</b>	1:01.64	1:00.43
:49.84	:50.74	<b>100 Freestyle</b>	:56.71	:55.79
3:55.97	3:59.74	<b>400 Freestyle</b>	4:20.58	4:16.62
1:34.30	1:35.72	<b>200 Freestyle Relay</b>	1:48.05	1:46.48
:54.54	:55.82	<b>100 Backstroke</b>	1:02.03	1:00.83
1:01.77	1:03.08	<b>100 Breaststroke</b>	1:10.89	1:09.59
3:26.96	3:29.98	<b>400 Freestyle Relay</b>	3:54.94	3:51.14



**\$29.95**

**ACR-NIS57**

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**\$5.00**

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**\$16.95**

**CM-NIS25**

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**ACR-NISOR**

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## Fred Schmidt

By Michael J. Stott

*Courtesy Swimming World Magazine*

This is one of a series of athlete profiles by Mike Stott on past Olympic swimmers for whom the high school experience was integral for their eventual success. As Stott quotes Schmidt in the following paragraphs, ***"I feel that I had one other great advantage over many other swimmers. Swimming for a high school and then a college, you were training with and competing for a 'team.' It is different than a swim club. In a sense, it is like comparing college football and basketball to professional football and basketball. There is a much greater sense of a team effort and common goals, as opposed to just swimming for yourself in a swim club."*** (We couldn't have said it better!)

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On August 7, 1971, ten years after setting the world record in the 100 meter butterfly (59.0), U.S. Navy SEAL Team Lieutenant Fred Schmidt opened a splashdowned Apollo 15 space capsule for astronauts Scott, Irwin and Worden. An admittedly "private person," these days Schmidt, a father of four, remains fully engaged in aquatic pursuits that started at Michigan Shores Club in Wilmette, Ill. and now find him in Guam, Micronesia.

"I was very fortunate in my swimming career," says Schmidt. "While there are a few examples of swimmers who excel without the benefit of great coaches that is not the norm. As a very young grade school swimmer, I had Gene Lee, who went on to a good career at the Indianapolis Athletic Club after being my coach at Michigan Shores.

"I still remember the day after the 1952 Olympics when I was 8-years-old and he told me that I could be an Olympic swimmer. Physically, I matured very late. It was not until the end of my freshman year at New Trier (Winnetka, Ill.) that I weighed more than 90 lbs. Needless to say, I was not a leading swimmer in my age group years, but I always remembered Gene Lee's comment.

"The second coach was [NISCA Past President] **Dave Robertson** (the only swim coach in the NFHS Hall of Fame) and then Ray Essick (executive director of USA Swimming from 1980-1997). Ray coached us during the summers when we swam for the New Trier Swim Club. It was really the New Trier High School swim team, but we couldn't call it that," says Schmidt. "And then finally came Doc Counsilman. At each seminal point in my swimming career, I was lucky to have such extremely qualified and motivated coaches to help me maintain my drive to excellence."

Recalls Schmidt, "one of Dave's strengths was his ability to set goals, probably even better than Doc. A lot of our goals at Indiana were personal ones which he then strongly supported." An example of Robertson's coaching cunning was in late fall of Schmidt's junior year when Robertson had him don a pair of fins and swim a 100 fly for time. As best as anyone can recall Schmidt clocked

something close to :53, more than two seconds faster than his then current best. Robertson told Schmidt then that he thought he could do that time a year later without fins. He did clocking a 52.7 at the 1961 Illinois High School Championships.

Schmidt's drive to excellence included, but was not limited to, four NCAA titles, seven NCAA All-American citations, numerous Big Ten, U.S. Indoor and Outdoor butterfly championships, two Pan American medals (gold, silver), two Olympic medals and a Sullivan Award nomination. The college total would have been higher had he been swimming in an era of freshman eligibility and not affected by Indiana's three-year probation for football recruiting violations. Schmidt's Olympic gold came as the butterfly on the 4 x 100 medley relay (56.8 leg, 3:58.4) with Thompson Mann, William Craig and Steve Clark. He won bronze in the 200 meter fly (2:09.3).

Schmidt and his high school teammates achieved special things even before college. At the 1961 AAU indoor champions the New Trier team finished third behind college squads from Yale and Indiana. At the close of that year's high school season, the team was Illinois High School State champion and boasted 12 high school All-Americans. According to the *1962 Official Collegiate-High School Scholastic Swimming Guide* team members then held 10 national scholastic swimming records including Schmidt's 52.7 national record 100 fly.

In August 1961, less than one month before his freshmen year at Indiana Schmidt claimed his world 100m fly record. "I was very surprised at getting the record," he says. "I was hoping for a little slower time because as I remember the time was almost one and one-half seconds better than my previous best. It was my first time at U.S. Nationals and I did not think I would swim that fast. I was always a better meet swimmer than a workout swimmer. While I always tried to work out hard, there was something about being in a meet that got me going. I think I just disliked getting beat," he says.

"Other than coaching I feel that I had one other great advantage over many other swimmers. Swimming for a high school and then a college, you were training with and competing for a 'team.' It is different than a swim club. In a sense, it is like comparing college football and basketball to professional football and basketball. There is a much greater sense of a team effort and common goals, as opposed to just swimming for yourself in a swim club.

"It is a sense of camaraderie which helps pull you through some of the doldrums of training and the flat plateaus of surrounding time improvements. That was especially true at New Trier. Socially we were probably perceived as a bit goofy and rather immature. While the overall swim team was quite large (185 members spread over four squads), we had 15-20 really good swimmers who could feed off each other to drive each of us to

excel," he says.

***"That team spirit and camaraderie is what made us such a good team. I am of the opinion that none of us would have done as well as we did without that sense of team spirit that could only exist in a high school or even college program.*** Again, there are those individuals who can drive themselves to excellence, but for the majority of us, that team effort and support helps to raise each of us to higher levels. In a way, that is one of the reasons SEAL Team and other such Special Ops groups can get so much out of their people."

After getting his B.A. in Political Science Schmidt enrolled at Northwestern and in 1968 earned a law degree becoming an associate with the firm of McDonald, Schmidt & Baker in Chicago. He also joined the Navy and was in Navy Special Warfare for 4 1/2 years. "Even though I was already a lawyer and 26-years-old when I went in, the military was an experience that I still treasure. Being single was very helpful so all the travel did not create the stress that it would have if I had been married. But, the experiences were irreplaceable.

"To go through BUD/S (Basic Underwater Demolition Seal/Training) and experience that very camaraderie, and to be with some very special people, is something you remember forever. Although not quite as intense, in a way, it is the same kind of memories as I had at New Trier with Dale Kiefer, Roger Goettsche and Dave Lyons, among others, and Mike Troy, Alan Somers, Chet Jastremski, Ted Stickle and all the other great swimmers at Indiana.

Schmidt served two active duty tours in the Western Pacific, including traveling the Philippines, Vietnam, Cambodia, Taiwan and Okinawa where he was introduced to Micronesian life. While there he also served as platoon officer, operations officer, administrative officer and as swim team leader and officer-in-charge for NASA Apollo 14 and 15 recoveries.

"I was the swim team leader for Apollo 14. I wrapped the flotation collar around the command module and inflated the raft for the astronauts to climb into after climbing out. On Apollo 15, I was the officer in charge of our detachment and trained with the astronauts in Houston for a couple of weeks before the mission. I did open the capsule hatch for them and helped them out. I think that because of my swimming experiences as well as being a lawyer before I went into Navy Special Warfare, my COs tended to give me a lot of rather fantastic assignments -- far more than what they might have given other people under normal circumstances.

"To me it was just another example of how many doors can be opened for you if you work hard at something and put yourself in a position to take advantage of the many opportunities that are out there. Other than perhaps winning the lottery, I don't believe in luck. Those people who we perceive as "lucky" are just those who have worked hard and taken advantage of the things placed before them," says Schmidt.

After completing active duty in 1973 he became a partner with law firm of Harrison & Watson in San Diego specializing in real estate, probate, corporate and retirement plan law. Following that he became a shareholder and officer of Doerring & Associates, Inc., a

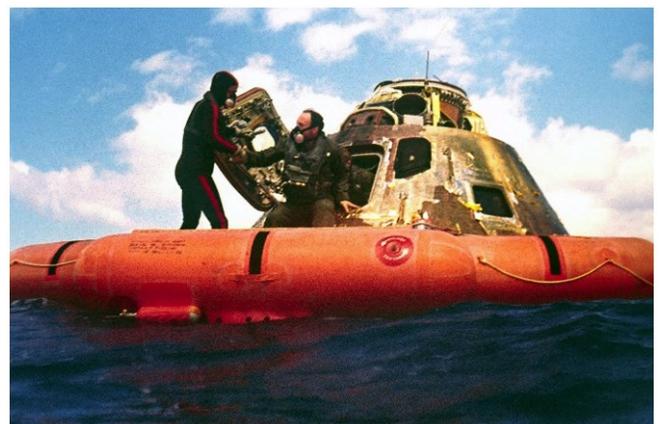
real estate development and syndication firm with offices in San Diego, Scottsdale, Arizona, Austin and Midland, Texas and Pagosa Springs, Colorado. There he was responsible for more 40 different real estate projects including land development, multi-family residential office and retail centers.

From 1985 and into 2009 he concentrated on real estate investment/development in Pagosa Springs, a time when the region's real estate market boomed. However, Micronesia and scuba diving continued to beckon and in April 2009 he began to involve himself with various projects at the Truk Stop Hotel, the Truk Lagoon Dive Center and the Chuuk Women's Council in Chuuk, Micronesia. March 2010 found him applying his legal and real estate expertise to redrafting legal documents, preparing business plans for commercial development, organizations and causes throughout Micronesia. At present he is working as a contracts administrator at AmOrient Engineering and as a private scuba diving instructor at Pacific Islands University, Guam.

"Working pretty much for free at diving resorts in Chuuk (Truk Lagoon), Yap, the southern Philippines and now in the northern Marianas has been extremely enjoyable," he says. "Involvement in the diving tourism is really the only chance for Micronesians to earn a decent wage at all. Teaching diving to Micronesians to help them obtain higher paying jobs back on their home islands has been especially rewarding.

"In thinking back, I have been blessed with so many things over my lifetime and my semi-retirement out here is just another one. My experiences out here have been very fulfilling and a great deal of fun. During my athletic career, I made several trips to the western Pacific and then more with the military. I had missed the various cultures to which I am now exposed.

"People are so different here. The pressures and desires are so much less than in the States that it creates a very pleasant environment for retirement. If you do not get too judgmental about the cultural differences, it is a place where you can still get a sense that you can make a difference in people's lives. Sadly, most Americans do not get past the judgmental phase and can't appreciate the differences," he says.



***At press time, we had not received confirmation that this was Fred Schmidt assisting Astronaut #1, but it WAS Apollo 14!***

# THE DAILY COACH

## Keep your message fresh and relevant, but don't hesitate to tweak it if it needs reworking.

Each day we lead, we have an opportunity to sell something, to engage our followers with the right messaging to enhance their performance. But we cannot keep selling the same thing over and over or else we run the risk of losing their attention. We must create different paths for our communication to keep them engaged.

Regardless of how far away we drift with our message, we must then re-focus on how the idea can make us all better. That's how we create thought with our team members, then inspiration, and finally, enthusiasm for the work.

We all should spend more time thinking of different ways to deliver the same message. One minor change can create a major blockbuster.



*“The first step toward creating an improved future is developing the ability to envision it. Vision will ignite the fire of passion that fuels our commitment to do whatever it takes to achieve excellence. Only vision allows us to transform dreams of greatness into the reality of achievement through human action. Vision has no boundaries and knows no limits. Our vision is what we become in life.” — Tony Dungy*



## Showing That You Care

- ◆ **The most important quality** in a mentor, teacher, or coach is not how much they know. **It's how much they care.**
- ◆ **Caring is more than** taking pride in your success. It's feeling joy as you progress.
- ◆ **The people you want in your corner** are the ones who celebrate your growth.

Source: Adam Grant, *WorkLife with Adam Grant*



## Team Talk Topics:

- ◇ It's not that we have so little time but we waste so much of it.
- ◇ There is nothing more deceptive than an obvious fact.
- ◇ Life itself is one long practice session.
- ◇ We need courageous leaders who will see into the future and set the agenda for others to get there.
- ◇ How we spend our days is how we spend our lives.
- ◇ Don't wait for tomorrow for something you could do today.

## The Leader's Duty

As leaders, we're held to a higher standard. When we see someone facing some form of discrimination, the moment can't be too big for us.

When injustice takes place, many people will observe it and internally condemn what's transpiring. Some may offer sympathies after.

But as leaders, when we directly see someone facing some form of discrimination — being treated differently on account of race, a disability, age, appearance or some other factor — the moment cannot be too big for us. We have to stand up for what's right and shield those impacted from further abuse, right then and there.

If we're hoping to get the most out of our team members and are asking that they give us maximum effort at all times, they must know that we have their backs as well. It simply isn't sufficient for us to turn a blind eye to something incredibly hurtful that impacts someone around us.

In our positions, we have to remember that we're held to higher standards. We have to be decisive, we have to have conviction, and we always have to be quicker than everyone else to stand up for what's right while condemning what isn't.

Anything less is ultimately a failure in leadership.



## The 5 Components of a Championship-Level Team

If we want excellence from those we lead, we must educate our players, staff and organization on the components of becoming a great team.

What makes a great team and teammate?

Many assume team members easily band together, but they really require constant attention, nurturing and explanation. It doesn't happen organically — leaders must teach the five core components of being a team and becoming a great teammate.

So what are the key components of a championship-level team?

Here are our top five:

**1. Competitive stamina.** You're not a team just because you practice together. You only become one when each individual member has competitive stamina — the willingness to compete daily with 100 percent commitment to winning. There are no rest days for a great team, only days of improvement.

**2. Confidence without evidence.** You're not a team simply because you eat together. You only become one when each member has developed confidence without evidence, when each member commits to the process and is never dependent on the scoreboard for motivation. Win or lose, the work ethic, the dedication always remain the same.

**3. Fight resistance.** You're not a team just because you wear the same uniform. You only become a team when you fight resistance, internally and externally. You never allow outside forces to affect your performance. Teams always band together. When one member is under attack, the team is under attack. No one can break a great team's bond.

**4. Communication, trust, respect.** You're not a team because you take a team picture one day a year. You only become a team when you properly communicate, trust and respect each organizational member. Trust each teammate is doing his/her job, communicates with one another, and appreciates everyone. Great teams pick up trash, care about their workspace and always show respect.

**5. Best players set the tone.** You're not a team just because fans come to watch you play. You only become a team when the best team members demand excellence from everyone else. The best players must set the tone so that everyone understands winning is the only goal. Great teams discipline themselves and understand and respect the process.

If we want excellence from those we lead, we must educate our players, staff and organization on the components of becoming a great team.

Once we share our "team vision," the possibilities are limitless.

---

### Controlling the Controllables

#### **Things We Can Control:**

Our words + Our choices  
Our routine + Our actions  
What we read + What we watch  
Forgiving others + Self Care  
Evaluating our priorities + How we speak to ourselves

#### **Things We Can't Control:**

What others say + What others do  
Changing past experiences + Other people's mistakes  
External situations + What happens around us  
What others think + Having all the answers

When we can't control what's happening, let's challenge ourselves to control the way we respond to what's happening. That's where our power lies.

### Unleash Greatness in Others

The world's most accomplished leaders take different paths to success yet share much in common, regardless of industry or profession:

- ◆ Great leaders demonstrate humility and integrity.
- ◆ Great leaders have curiosity, a commitment to continuous learning, and the conviction that failure breeds knowledge and fortitude.
- ◆ Great leaders can't achieve their vision alone. They assemble and inspire top talent, and they share credit.

Source: David Rubenstein, *How to Lead*

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### The Last Words...

***"The greatest gift you can offer the world is your truest, most authentic self. You were created exactly as you are because who you are is who this world needs. It's your wit. Your humor. Your grace. Your passion. It's the fire that burns inside of you. It's your fierce courage and irrepressible spirit. It's the way you love with your whole entire being unapologetically, fully, without fear. It's your unique presence. Your divine signature. It's the way your smile can change a person's entire day. How your heart pours out love without expectations or conditions. It's the wisdom that lives inside of you. Your voice. Your words. Your ideas. Your creativity. You're an original. Unmatched. Incomparable. Second to none. Let go of who you think you're supposed to be. Step into your truest self and explore every hidden depth of your inner being. Be who you are. Offer what only you can give. You will never be too much or not enough for the people worthy of experiencing the fullest expression of you."***

— Zanna Keithley, Writer

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### The Daily Coach

A daily hands-on approach to becoming a better leader. With the help of some unique wisdom as well as an action plan to tackle your day, **The Daily Coach** aims to be an inspiration in your email inbox each morning. Plus, it's **FREE**. Sign up for **The Daily Coach**: <https://www.thedaily.coach/subscribe>

## **BRAIN FOOD: Ideas, Thoughts, Insights, and Links To Get You Thinking** (<http://fs.blog>)

### **Stressed out? Slammed/buried? *Too busy?***

The problem isn't that you're too busy.

You are too busy, but that's not the problem.

If you view being busy as the problem, there is no solution.

You will always be too busy, and that will never change.

As Andy Grove (third CEO of Intel) once noted: "A manager's work is never done. There is always more to be done, more that should be done, always more than can be done."

The problem is that you're acting like a firefighter instead of a fire marshal. You're constantly rushing from one fire to the next, never slowing down to install smoke detectors.

The problem is that a few fires are truly dangerous, but most can be safely ignored, and you're not taking the time to tell the difference.

The problem is that firefighting is thrilling and addictive and makes you feel needed--and installing smoke detectors is boring. The problem is that you're really good at fighting fires.

*(Substitute "swimcoaching" for "firefighting". What constitutes "installing fire detectors" in you life?)*

Ed Batista, Executive Coaching ([www.edbatista.com](http://www.edbatista.com))

#### **More on stress:**

*"...you're going to go through (stressful) moments ... [Sometimes,] just go outside, lay down, and look up at the stars. [This] is a big planet. Tomorrow's probably going to be here and whatever happened today, there's a chance it gets better tomorrow. [What] I do know is, once the emotions of whatever happened dissipates, there's actually learning, there's an adventure to be had."*

Les Snead, GM Los Angeles Rams, via Farnham Street's Brain Food ([fs.blog](http://fs.blog))

The longer the time frame for results, the less you need intensity and the more you need consistency.

Consistency isn't simply willpower, which comes and goes. Consistency is doing it when you don't feel like doing it.

*Brain Food* ([fs.blog](http://fs.blog))



### **Feeling overwhelmed? Procrastinating because of the BIG (TASK/PROJECT/CHORE)?**

There is a constant battle in all of us between our today-self and our tomorrow-self.

Today-self is like our inner child. Today-self cares only about today. It wants to focus on things that offer an immediate payoff. Whether that's kicking back with a few too many glasses of wine, spending money on status symbols, or avoiding doing things that can be done tomorrow. Tomorrow-self is like our inner adult.

Tomorrow-self cares about things that take time to get results — like working on your relationship, saving money, or consistently moving the project forward one inch at a time.

Imagine you are tasked with building a brick wall. Today-self looks at the empty space in disbelief, discouraged at the size of the project. Today-self decides to start tomorrow. Only tomorrow never comes because the empty space again seems insurmountable. Today-self decides to talk about the wall they're going to build, as if it were the same as building the wall. It's not.

Tomorrow-self knows that no one builds a wall all at once. It's going to take a month of consistent effort from the time you start before it's done. Tomorrow-self wishes you'd stop thinking about the wall and focus on one brick.

Everything is a matter of perspective. Where you focus determines what you see. It's easy to get lost in the magnitude of what you're doing and completely ignore how it gets done. Focusing on the wall makes the task impossible. You have to focus on the brick.

The lesson applies to everything. If you're writing a book, focus on writing the best paragraph and not the entire book. If you're playing sports, focus on the next play and not winning the game. If you're starting a company, focus on delighting one customer. Or, if you're my kids, don't focus on the pile of T-shirts to be folded, focus on one shirt.

Don't focus on the enormity of the task, rather focus on the smallest thing you can do that moves you forward. As the momentum builds, things get easier. The second paragraph is easier to write than the first. The second T-shirt is easier to fold than the first. The second brick is easier to lay than the first. Grasping this concept and applying it to what you're doing is the key to accomplishing anything. Focus on a small but critical part of the task that moves you forward. Execute. Repeat. The logic is simple but not simplistic.

The wisdom of tomorrow-self is this: Focus on one thing you can do today to make tomorrow easier. Repeat.



### Habits. Discipline. Routine.

The person who carefully designs their daily routine goes further than the person that negotiates with themselves every day.

The most successful people I know follow a routine to ensure the most important projects get the time they need.

A successful and busy friend decided to write a book not long ago. I asked him how he planned to do that given all of his responsibilities at home and the office. He simply said, "I get up at 5, make a coffee, and write from 530 to 7 every day. I've been doing it for 9 days now and I'll do it until the book is done." I knew right then he'd finish his book. Why? Because he designed part of his life to accomplish that goal.

There are two parts to using this approach. First, you must design your life so the default is to do the work. Second, and equally important, you can't negotiate with yourself.

One of the most valuable skills you can adopt in life is doing things when you don't feel like doing them.

A lot of people get stuck negotiating with themselves. A little voice in their head says, "I don't feel like doing this right now, let's do it later." The minute you entertain that thought, it's over.

**Design the defaults and don't negotiate with yourself.**



**Work works. Be patient. That's the *really* hard part.**

The greatest threat to results are boredom and impatience.

The only way to become good at something is to practice the ordinary basics for an uncommon length of time. Most people get bored. They want excitement. They want something to talk about and no one talks about the boring basics. For example, we know that dollar-cost averaging into an index fund is likely to generate wealth, but cryptocurrency will give us a bigger thrill. Boredom encourages you to stop doing what you know works and do something that might work.

Another way to mess up a good thing is to try and accelerate the natural pace of things into an unnatural one. A good idea taken to the extreme is always a bad idea. Working out for 15 hours a day won't make you healthier, it will get you injured. Investing with a lot of leverage won't make you rich faster, it will wipe you out. A lack of patience changes the outcome.

It's hard to be above average if you can't find a way to do the same thing over and over again. As Bruce Lee observed, "I fear not the man who has practiced 10,000 kicks once, but I fear the man who has practiced one kick 10,000 times."

In a world of social media, we glorify the results and not the process. We see the kick that knocked someone out but not the years of effort that went into perfecting it. We see the results, not the hard work.

**The difference between good and great results is often found in consistently doing the boring things you know you should do *exactly* when you feel like doing them the least.**



***Unforeseen circumstances happen to us all. We have disappointments and challenges. We all have reversals and those moments when, in spite of our best plans and efforts, things just seem to fall apart. Challenging circumstances are not events reserved for the poor, the uneducated or the destitute. The rich and the poor have marital problems. ... In the final analysis, it is not what happens that determines the quality of our lives, it is what we choose to do when we discover that the wind has changed directions.***

Jim Rohn, 1930-2009



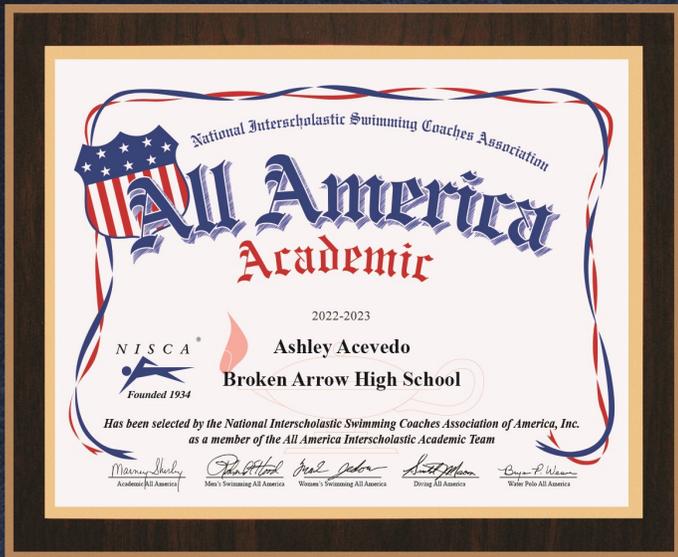
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# PLAQUES

**\$49.95 / PQ-NISFAC**

Wood plaque displays the All-American certificate printed on a clear acrylic overlay so it's waterproof. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.



**\$79.95 / PQ-NISLAM**

Laminated certificate plaque displays actual All-American certificate laminated on a wood plaque. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.

**\$54.95 / PQ-NISFDE**

Engraved certificate plaque depicts the All-American certificate laser engraved directly into a black brass plate. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.



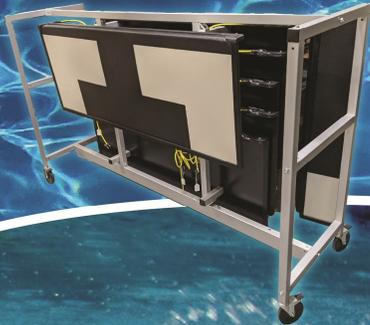
**\$79.95 / PQ-NISACR**

Acrylic plaque with stand-off displays the All-American certificate printed directly on the acrylic. It measures 10½" x 13" and comes individually boxed for presentation. Available in Water Polo, Diving, Academic, Team Scholar Award and Swimming.

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2	FEET FIRST ENTRY* * *CIRCLE SWIM			2
3	CIRCLE SWIM*****NO DIVING			3
4	TREVANS			4
5	CIRCLE SWIM*****NO DIVING			5
6	FEET FIRST ENTRY* * *CIRCLE SWIM			6
7	CIRCLE SWIM*****NO DIVING			7
8	FEET FIRST ENTRY* * *CIRCLE SWIM			8

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Heather Perry, "Amy", 2021