



NEXT LEVEL  
ESPORTS

THE FOUNDATION OF  
PERFORMANCE:

# HOW TO MOTIVATE YOUR PLAYERS

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# WHAT THE BEST TEAMS GET RIGHT

**2** WHY MOTIVATION IS IMPORTANT

**3** MYTHS ABOUT MOTIVATION

**6** HOW MOTIVATION WORKS

**11** INSTANT MOTIVATION BOOSTS

**13** HOW TO BUILD AND MAINTAIN LONG TERM MOTIVATION

**20** ROUTINES & HABITS

**22** TROUBLESHOOTING

"Learning what makes your players tick is much more important than X's and O's inside your game."

# After applying the things from this e-book

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You and your team will get **better results**.



Everything that you do with your team will be much **more enjoyable**.



You will have **more time coaching the game**, instead of handling problems within the team.



Able to more easily **reach the potential** of the players you work with. Watch them grow.



It will **save you and your organization headaches** and spending time and money on a performance coach or other means to solve issues within the team.



You will create **more career opportunities for the future**. You will stand out.

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# Introduction

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My name is Donny Stumpel from Next Level Esports. I help coaches and teams win competitions through the human potential of the coaches and players since 2017. Most of the time when I get a call from teams it is because there is a conflict and a direct link to a loss of motivation because of it and as a consequence the results are lacking.

Players and their coaches often times have a hard time to align and there is always a motivation issue linked to the conflict within the team. The players are not as motivated as at the start of the season and because others are not that motivated to work hard for the team, they are lowering their motivation as well. This results into conflict, which then results in less motivation. This then becomes a downward spiral.

Perhaps this sounds familiar to you, especially if you've been active within the esports landscape for over a year and actively working with teams, because this is a common problem among many teams, from the amateur level all the way up to the professional scene. Understanding how motivation works and what you can do to positively impact your team through motivation is key for any successful coach.

*"Motivation is the foundation of all effort and accomplishment. Without it you won't achieve your goals."*

The fact that you are reading this, means that you are motivated in one way or another. Why else would you download and read an e-book about motivation? You might have a motivational issue right now with players or are very familiar with it through experience and you are looking for ways to prevent loss of motivation. You might not be satisfied where you are right now, because you feel and know that you can do more. You have a drive for something greater and want to develop yourself by learning new things on how to impact your players to win more games and make the difference while having a more enjoyable environment. I salute you for that. You are on your way to transform your own career, life and of the players around you into something great.

**Good luck and have fun**

**Donny Stumpel**

Specialist in coach & team development



# Why motivation is important

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Without the desire and determination to improve and compete, all of the other factors of performance like confidence, focus, emotions etc. are meaningless. To create the best team environment and the best esports players that you can, you and them must be motivated to do what it takes to maximize their ability and achieve the goals you have set together with them.



Motivation is important because you and the players must be willing to work hard in situations of loss and setbacks, fatigue and the desire to do other things.

Motivation impacts everything that influences your esports performance: technical and tactical training, mental preparation, general lifestyle including sleep, diet, school, work, relationships. Your whole physique and output are impacted by it.



Motivation influences the level of performance when you begin a competition. If you are faced against an opponent of nearly equal skill, it will not be the skill that will determine the outcome. It will be the players and team that works the hardest, that doesn't give up, and who performs his best when it counts. In other words, the team and players who are most motivated to win will probably win.

Motivation is the only factor where you have control over. You might say: "but I can train and develop my skills and abilities." Good luck with that if you are not motivated to do so. You need motivation to get to where you want to be. There is only moving forward or backwards, there is no in-between. Motivation propels you forward, no motivation propels you backwards. If you and your players don't have motivation the chances of you and your team achieving the goals you set out together are zero. Motivation is the foundation of performance.



# Myths about motivation

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## Money

You might think that because the players are getting a compensation a.k.a. a salary, this should be enough of an incentive to keep up the motivation to the highest level. But that is completely wrong and here is why.

Money is great, you need money to pay bills and move through life, but money is not a permanent motivator. If you are in a team as a player and the staff doesn't put in the time and effort or the coach is highly unprofessional and lacks a lot of skills, then you are frustrated day in and day out. It will drain energy from the players that have to deal with this.

Motivation is declining. They don't feel supported, they rather feel neglected. No matter how much you get paid. Money isn't going to prevent a loss of motivation or a guarantee of results.

The compensation should be fair, and plays its part terms of motivation. Players feel valued for their effort and ability. But don't make the mistake of that money solves everything. In the most cases giving 10x salary won't solve motivation. They might be happy with the money, but are still unmotivated towards the team or the situation that they are in, and the results stay mostly the same.



## Intelligence and talent

Coaches often think that being a natural talented and gifted player is a guaranteed way to success. Smart and talented players sadly can become just average good players, because they are good at the game but can't be great at the game because they lack motivation to put in the work to develop to the next level.

Imagine all the great talents that you've worked and played with over the years, and think about those players that if they were motivated how far they would have gone in their careers.

Where could they be right now? The players that quit when it got hard, or when they faced their first setback. That player that let their talent go to waste. It is more common than you might think.

***"Hard work beats talent if talent doesn't work hard"***

# Myths about motivation

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## Just try it!

How many times have you tried motivating your players with the phrase "Just try it". Trying something for the first time can be exciting, but when the task is difficult and there is a lot of work to be involved in trying, then you really need motivation. How else are you going to pull through when things don't work out on the first try?

If you don't have the motivation to go towards the end results, you won't get there. You will probably quit somewhere halfway or before that. If you are not motivated in the first place, then it is a real waste of everybody's time and energy. Never assume that just trying something gets people motivated.

## Waiting on the right moment

It can be that you are in the right place at the right time. This is called luck. This lifts you up and lets you ride the wave of so the called motivation that is guiding you towards accomplishing your goals.

Those moments are great, but waiting for those moment? Are you kidding me? You create these moments by putting in the work. The more effort and work you put in, the luckier you will seem to get. You need motivation to create this so-called "luck", to push through the hardest moments, also called the grind.



## Willpower

Coaches and players tend to believe that willpower is the deciding factor when it comes to achievements. Willpower is certainly an important piece of the motivation puzzle, but it certainly isn't the master key to success. You need more than that.

The strengths of your commitment, your desire to reach your goals, the things that you will gain and the obstacles that stand in the way play critical roles. You need motivation to do so.

*"Maybe next week will be better". - the average individual*

*a.k.a.*

*(I hope it will miraculously will fix itself eventually, by keep doing the same things)*



# Myths about motivation

## Motivation works the same for everyone

Do you want to win? Yes. Do your players want to win? Yes. Then why doesn't everyone keep their motivation when it's only about winning all the time? Here is why.

Only very few people are motivated directly to winning. Every player and coach wants to win, but recognize that you and the players need other things first to be able to win. Some players are motivated because they are building friendships with the other players. Others are motivated because of the challenge it brings to test their own ability. And others enjoy the creative aspect of the game, that every game is different and that every moment is unique like a game of chess.

There is no one-size-fits-all approach to motivation. You will have to develop a relationship with your players by spending time talking with them to learn about what motivates them. You will see that every player has a different priority when it comes to motivation and that is perfectly normal. It is your job as a coach to understand these needs and to use that information effectively in the environment.

*"The key is not the will to win. everybody has that. It is the will to prepare to win that is important."*

## An example of a team where everybody wants to win, but need different types of motivation



Needs commitment

Needs enjoyment

Needs freedom to act

Needs belonging in the team

# How does motivation work?

## Story time

*You just signed with a new esports organization at the beginning of the season. You will be their coach for the season. **You anticipate(1)** the importance of what is going to happen during the season. You are thinking about all the potential glorious moments that are about to happen in the upcoming weeks. You are getting a good **shot of dopamine(2)** because of it. You already **feel good(3)** and excited thinking about lifting the trophy and working with great players... “we’re bringing the trophy home this season..” is what you are thinking, and at the same time you feel the rush in your body, it is not only a thought, but also a physical sensation. You feel that tingly feeling in your stomach. You see it already happening in your mind. You then grab your notebook, open up your computer and start to brainstorm and plan out the season. You are ready to work. **You’re going to do it(4)**.*

Does this sound familiar? I bet it does. We’ve all been there and experienced a similar thing, whether that is within esports or in a moment in our day to day lives. You know how this feels. It feels amazing. You are highly motivated and ready to kick some ass!

## The same thing goes for your players

The same mechanism works the same for your players that you work with. Who would have thought? They are humans too! They experience a similar sensation at the start of the season. Everyone is hyped up to play together, build relationships with their teammates and they as well already taste the victories during the season. But can we keep this level of motivation up all the time?



# How does motivation work?

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## Also familiar?

*You and your team are formed well before the season starts and you have a couple of weeks of practice before the first official match begins. The first week everyone is on board with anything, the second weekend they are somewhat familiar with each other and are adjusting to the schedule and routines that come with it. The third and fourth week feels like "just another week of practice".*

## The shift

At the beginning of the season, the players were anticipating all the fun stuff that got them excited that will happen during the season. They didn't think that much of weeks of practice and grinding it out. Even though the players you are working with are still there with you and putting in the work. But you know and feel that the level of enthusiasm, focus and willingness to compete isn't the same as the first week. How is that possible? They are getting a good pay and they are playing with great players? Everything is okay, right? Nothing particularly big has changed really from the first week, yet you feel a shift in the atmosphere.

***"But you know and feel that the level of enthusiasm, focus and willingness to compete isn't the same as the first week."***



**Are they just focused on their practice games, or are they already losing some of their motivation?**

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# How does motivation work?

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## Can we be honest for a moment?

Now let's be honest. If you would ask any player or coach if they have lost motivation at this early stage, four weeks into the season without even playing one single official game, they 99% of the time would say. "I haven't lost my motivation, what do you mean?." In their mind, they haven't lost motivation, because they want to work and put effort on a daily basis. But if you look at the evidence comparing it to the first week of practicing together, it for sure is different. Their dopamine levels are not the same as in the first week. Don't get me wrong, this is normal, it won't be at a critical stage that it's alarming. I say this to make you aware of how motivation works and how it looks like. Let me explain how motivation works in a nutshell.



## The boiling frog

*There is a fable of a frog being boiled alive. The frog is put into a pan of boiling water. The frog notices the heat and instantly jumps out of the pan. Then the frog is put into tepid water which is then brought to a boil slowly. It will not perceive the danger because it doesn't notice all the small changes in temperature over time and the frog is cooked to death.*

Moral of the story?

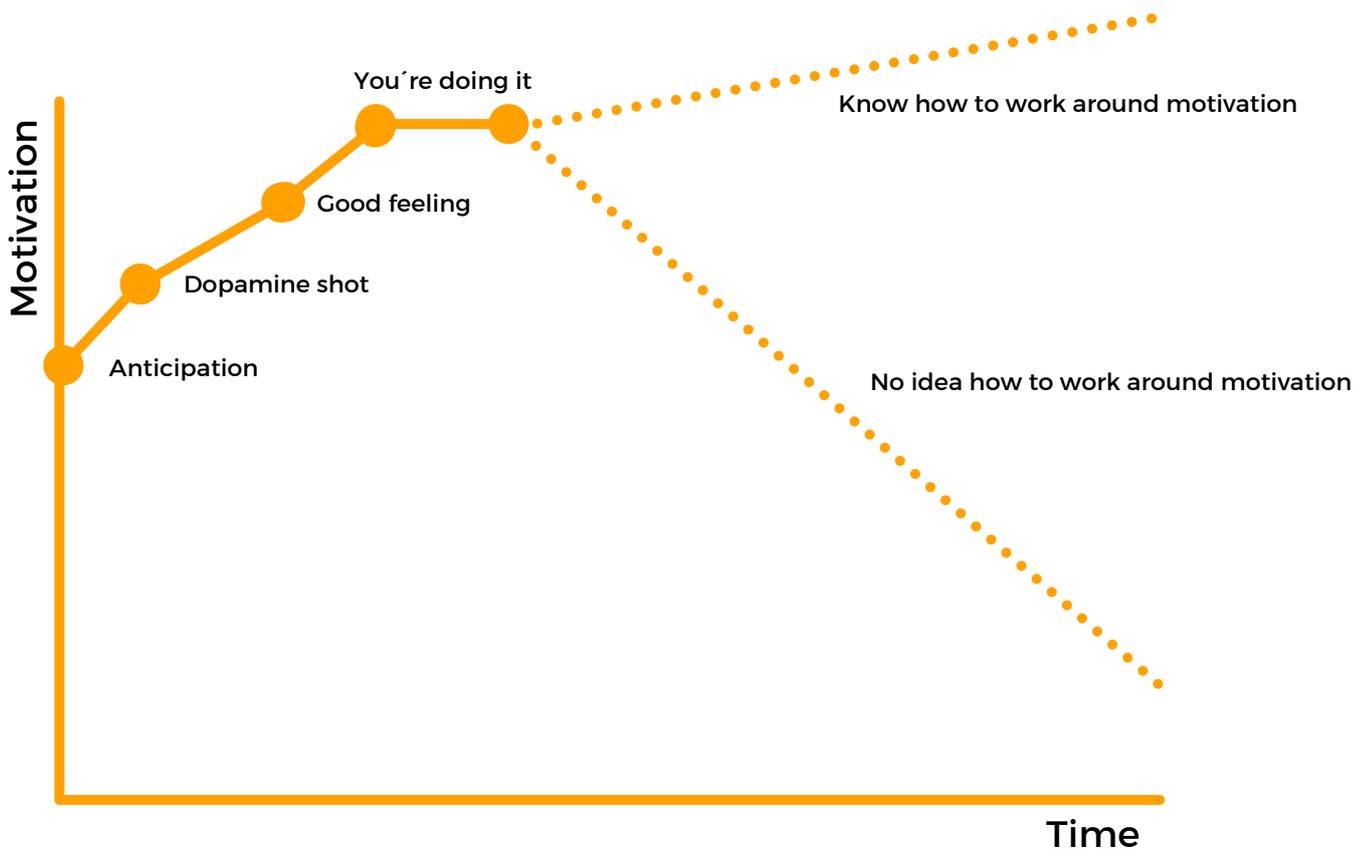
## Don't boil your team to death

We as people are not always that good at observing ourselves over time to see what has changed. Because for you and the players, it can feel the same as yesterday. Would you notice a decline in motivation of 1%? What if that would happen every day? it's pretty minimum you would say. But after losing 1% every day for 6 weeks, that is a total of a whopping 42%! and all of a sudden. BAM! You and your team are in this situation... and ask ourselves: "How the hell did we get to this point?"

# How does motivation work?

## Motivation in visuals

In the image below you see how motivation works as explained in the previous pages. Many players and coaches will do almost anything to get back to the peak motivation, in other words, do everything to feel good. And that is not always beneficial for the results.



It is very important to understand how motivation works. You as a coach have the power to influence motivation of your players and teams. If you don't know how motivation works, dopamine will eventually run out and you and your players will quickly look for other ways to feel good and to try new things. This feels good in the short term, but hurts everyone in the medium to long term. When you know how motivation works, now you can become consistent and move towards the next level of the things that you aspired to do! How to work around this mechanic? Let me explain.

# How does motivation work?

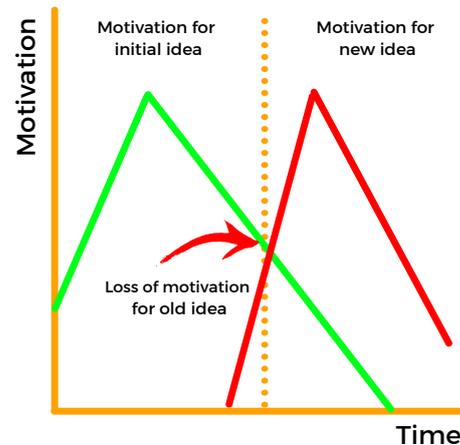
## Signals when motivation is declining within your team

So when can you notice that the motivation is slowly or rapidly dropping? Look out for the next things within your team atmosphere.

Often times it's you or the team talking something along the lines of focus, willingness, effort, frequent mistakes, something that someone is missing from the other players. Or that the players or you as a coach are looking for new exciting strategies to do things differently, to hack the motivation and dopamine system again to get the motivation together with the focus, willingness and effort back up.

***"Okay great, let's just change our strategy and tactics every week then right?"***

You would think, this works for motivation right! Yes, you will "hack" the dopamine system, and get motivation for what exactly? Let's be honest here. Changing your strategy every 2-3 weeks to keep the team just motivated and excited with dopamine shots? How will that ever make you a solid team that is consistent? And if those new strategies won't work, just like the last one and the one before that, what do you think that will do with the motivation and results during the competition?



## Look further than the first consequence of ideas

Because of chasing dopamine and a feel good moment, you and the players decided to implement a new strategy. And on the short term it works good for the good feelings, but over time, it is hurting everything: the motivation, the results, the atmosphere. Can you see where this is going? I bet you can.

You need a way to maintain the motivation of the players and of course yourself.

So after taking you through this common story and the situations that you thought of yourself while reading this, two important questions are hanging above our heads.

What are ways to gain motivation? And. How do you and your team maintain motivation?

You will be amazed how simple it is if you implement the next things into your day-to-day coaching! Once you see it, you cannot unsee it! Let me show you.



# Instant motivation boosts

## Highlight small accomplishments



You can have a competency or goal list, where you can chip away different aspects of it. Just like a to-do list. With goals I don't mean winning the competition. Yes, yes, I hear you it is a goal, but it is not a goal that you can work on a daily basis. You want to big goals to be divided into smaller goals, so you can highlight improvements and give positive feedback to your players in relation to the goal:

For example:

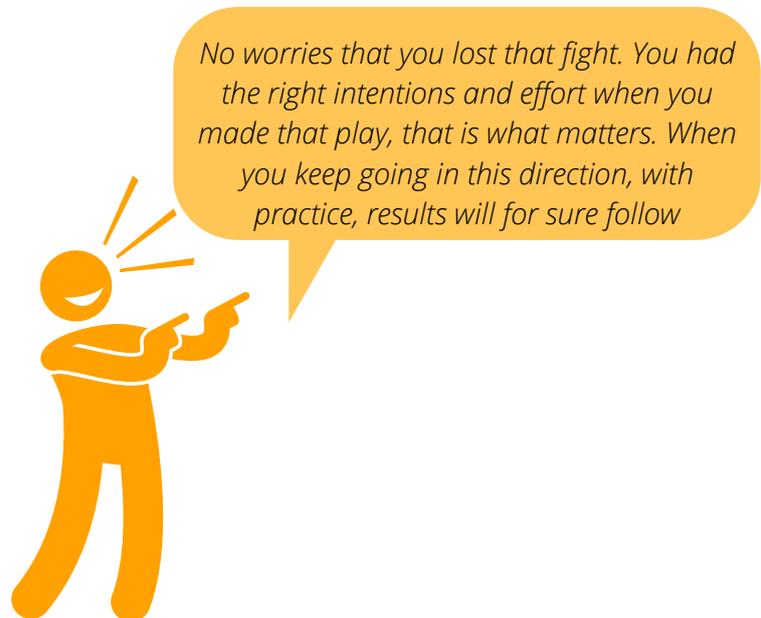
- **Communication** – "You projected your voice very good towards the team to call the shots, everyone was on the same page!
- **Build trust** – "I'm proud that you as a team give each other the freedom to make decisions that they think is best for the team whether you think at first glance it's good or bad.

These goals above are part of bigger goals; general communication and taking calculated risks, team synergy etc.. By breaking them up in smaller goals, it is more easy to track improvement. The chances of accomplishing these small goals is far greater than a singular big goal. You can now highlight this accomplishment of your players and dopamine and good feelings kick in, plus they are more likely to repeat the same behavior!

## Praise their good intention and effort

Whether the results are positive or negative, you want to praise their good intention and effort on the task. The players see that you put in the effort and care to share it with them, which gives you more positive feedback. It's often more about the intention and the effort of a player than the actual result. If a player has put in their maximum effort and had the right intention, then a successful action is only a matter of time and practice away!

The same goes for behavior outside practice. Always praise the right behavior that you want to see more of or that you want to keep.



# Instant motivation boosts

## Rewards



Everybody likes a treat. Treats are special, and very importantly you want it to keep it that way. Eating pizza can feel like something extra, but eating pizza every day isn't special anymore. You reward the player when they achieved a goal and or showed great effort. You want to find the things that motivate your players and make sense for you and your team. It also keeps things fun and light from time to time between all the hard work and grinds!

For example:

- **Reward** the team after executing a strategy a couple of times in the way how it's planned to be played. You can reward your players with a "freestyle" game, where they can experiment with new setups, tactics and strategies. This can help to keep things fresh, fun and balanced through all the hard effort on grinding. Plus it creates an opportunity for perhaps small adaptations in the current strategy, because new things get discovered. You can apply the same tactic to individual players.
- Most of the time the players love to see the coach do something crazy or funny, so perhaps you can use your imagination what they would think is fun and special.

## What not to reward



You want to understand that you don't want to reward them something when they win a game. It sounds like a nice idea, but in the end, the players will focus on the win and can be extra disappointed when they lose, even when they put in all their effort and had the best intentions. This way the result is not 100% in control of your players. They might just get skill-gapped, it happens. You want to reward the process and their effort towards their tasks, (almost) never the result itself. That is the best way to motivate your players.

## Checklist to increase motivation

- I have bigger goals chopped up into smaller goals.
- I set clear criteria on every goal when the effort and intentions are good or not good.
- I look at the effort and the intention put into the task besides the result alone.
- I know what my players like and gets them motivated.
- I focus on positive behavior and reinforce it with genuine compliments and feedback.

# How to build and maintain long term motivation

There are 3 main areas to increase and maintain motivation: Autonomy, Relation and Competency. These areas are from the Self-determination theory by Edward Deci and Richard Ryan (1985) You want to learn these by heart so you can always positively impact your environment where ever you go.

## Autonomy



Let players have the right to make choices on their own, without any outside assistance. Many coaches have a lot of knowledge, and too many times I've seen coaches that want to show how much they know. They spoon-feed everything towards their players, how to move, when to act, what to say, how to think. Sounds familiar? Don't be this type of coach!

Do you really think that you can improve someone by taking over every single step to get to the desired result? Do you think you can micromanage players to success? Good luck with that. Soon enough, the players are worse than when you started off with them. And how easy is it then for the coach to blame it on the players themselves and their lack of motivation towards the game? It's just not true and unfair towards these players to behave that way. It is a coaching problem. So how do you want to behave as a coach? Let me explain.

## Coaching on autonomy

*Is working from the player's perspective without applying external pressure. As a coach you provide meaningful thoughts, acknowledge (negative) feelings, where you use non-controlling language and present meaningful choices that align with the player's internal motivational triggers.*

## Stop wiping boogers out of your players noses

You want to let the players feel that they are an important piece of the team. That they have a voice in what is good for them and the team and what isn't good for them and the team. Now you might think: "well, but what if the players truly don't know what is best for them? Wouldn't it be a waste of time?" The answer: It costs time and it isn't a waste. Because in the

# How to build and maintain long term motivation

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short term, you think you are helping them, by wiping their boogers out of their noses, but in the long run, you can't transform them into better players, because you took learning opportunities away from them.

How do you teach a kid to not play with fire? Well exactly, let them play with fire, so they burn themselves once. Only then most of them they've learned their lesson.

## *Let the players think for themselves*

If you don't let the players think for themselves? Then you as a coach need to think for up to 5 players in a team. If that doesn't give you a headache, I don't know what will. And believe me, you can't keep up with that.

You want your players to think for themselves, being autonomous. This can mean that players won't choose the objective best decision to execute a strategy at first, but they are committed to it, they have high confidence and they feel important. Plus they might have much more experience and success chance this way than a fabricated objective "best strategy", just because they believe it is their best way. And very important, they keep their motivation.



## *Go for what is best for the team, given the qualities of every individual*

Let's be deep here, what is "the best" mean anyway? We are working with humans, not robots. Of course, you can say some things are objectively the best way, and you are totally right. All that I want you to understand is that each player have their own preferences. If you mess too much with their preferences, they won't feel like themselves anymore. If they can't express who they are and can't use the things that they know, it's hard to stay motivated that way. And oftentimes, because they have to adjust so many things to conform with the "objective best way" it can lower their confidence and competence by a ton. Even though if they would play the way it would be best, how about the mental aspects of it? Can a player play his best game when he's not confident? Absolutely not.

# How to build and maintain long term motivation

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Many factors come into play when you want the players to perform at the highest level possible. And autonomy is a fundamental piece of the puzzle. Without autonomy, their fun is quickly drawn out of the players that you work with. They won't improve as a player, they instead will perform worse after a while. Involve them with as much as you can and see things from their perspective and align with their intrinsic motivations to present meaningful choices. You will see them thrive.



## Relation



When you and the players have a good relationship with each other and you all feel at ease with one another, everything will play out way smoother. Having good relationships boosts motivation a lot. It is much easier to talk and discuss with others when you feel you are in a safe environment. You share a bond and know roughly how everyone is like. This helps you and the players be more committed and confident in talking about different subjects, from the very serious subjects to more fun subjects.

## *Invest in relationships all the time*

Having good relationships is a key factor for continuous motivation within the team. Because when you have made a relational good start, the chances are that it will grow is higher. It is much easier for you to maintain it and build it. So it is key to invest in the relationship between everyone in the team at the beginning when the roster of players is put together. Most of the time this is at the start of the season and competition, but keep working at it during. Especially when in the middle of a season a new player joins the ranks, you want to invest in relations.

# How to build and maintain long term motivation

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## *How to build good relationships between everyone in the team?*

### **A good start is half the work**

The first interaction between all players should be about getting to know each other.

Here are some examples that you can use in the beginning and also during your time together with your team:



Present different situations about the game you are playing or about life situations and let the players and yourself discuss about a suitable answer in pairs of two, before talking about the situation in the group. For example: "Do you prefer a more aggressive playstyle or more strategic playstyle and why?". Or "Find 10 things you both have in common with each other."

Be vulnerable with your players. Show your weaknesses, your human side. When you as a leader figure can admit that you are not perfect and genuinely can express that, it is more likely for players to open up as well. When this happens everyone within the team will see a different and more deeper side from each other, and if handled well, it can build very deep understanding and bonds between one another.

Give individual attention and work alongside your players. Help them with something that can be relevant for them at the moment and just regularly check in with them by sending them personal messages or schedule a casual call to spend time together and bond.

# How to build and maintain long term motivation

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## Competency



It is important that students have the feeling that they know what they have to do and that they have the confidence that they are capable to do so. You as a coach want to instill that confidence into your players because there is no superstar in any game that doesn't have confidence. Just as mentioned before, even if you play the game objectively the best, without confidence you are still bound to fail. Because when a player does not have doubt, it can act so much faster and his whole body, mind and soul is aligned to execute the plan. How to instill this type of confidence and how to increase the level of competency within your player? Here are the important aspects.

Set goals for the team and the individual players, to get them from where they are to where they want to be, as well as clear steps to reach those goals. It helps to break up these goals into smaller goals.

Giving constructive feedback works motivating because your players will get insight into what they are already good at and what they need to do to continue developing. Focus 80% on what goes well and 20% on what can be better.

***"Focus 80% on what goes well and 20% on what can be better."***

# How to build and maintain long term motivation

## Use active coaching methods to work on Autonomy, Relation and Competence all at once

Use active coaching methods to include your players to solve problems. You want to step away from the "let me explain how to solve this"-approach. By involving the players during practices with active coaching methods it increases the intrinsic motivation because it more aligns with their basic needs of being part of a team and builds on top of their already understanding of the subjects. This is called constructivism. You will have much more interaction and include even the more quiet or shy player to involve himself to talk within the group or with others.

This helps to build bonds and relationships very effectively (Relation). And the players can choose how to solve certain problems and situations on their own and you as a coach can see and observe how to engage with the problems, so you have a better understanding of how your players think and what they want. And this way you can guide them towards to right approach with slight adjustments by presenting meaningful choices that align with their internal motivation trigger (Autonomy). They then have the confidence to apply their combined insights confidently in their practices or games (Competency).



So what are some of the active coaching methods that you want to include into your coaching?

### *"Think-share-exchange"*

The players will get a question or problem from you the coach. You will then give the players some time to think about it. Secondly, they will then share their solution with another player to perhaps adjust their solution. And lastly, they exchange ideas within the group. And other players are involved to give their opinion about these ideas. This can be a great way for the following examples:

- What play style do you think works best for us?
- What part of the communication can we improve and how?
- What is the one thing that if we would change that, it would have the biggest positive impact on the team?
- What is one thing that we should want to stop doing as a team?
- What is one new idea that can boost our team's performance?

# How to build and maintain long term motivation

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## *"Something to ponder about"*

You will get your attention about a subject with this one. You make a 1 slide presentation with pictures or situations that you want to talk about. These pictures and moments are all connected to one topic. When you present it to the players, they are curious to think about what you are going to talk about. They start to think for themselves what the topic of the meeting will be. You can let them share their thoughts within the team. You also have a good start to tell a story about the time and what direction you see the team go. I encourage you to use this activity equally for things that are going well and to get a subject of improvement under the attention of the team. For example:

- Pictures of people communicating happy or angry. This can show what the status of communication within the team is right now.
- Pictures of different game states about one subject, about being in perfect/out of position, or (not) using the minimap and all the information available.

## *"Spot the mistake"*

You present the players with a moment in a VOD where you can observe different mistakes. Without you pointing out the mistakes, you let the team discuss what mistakes are made in the clip. Can they spot the mistakes themselves? Or perhaps a few, but not all. Let them discuss. This gives you as a coach great awareness of what the players see and understand on what they can do to improve and impact their game more. For example:

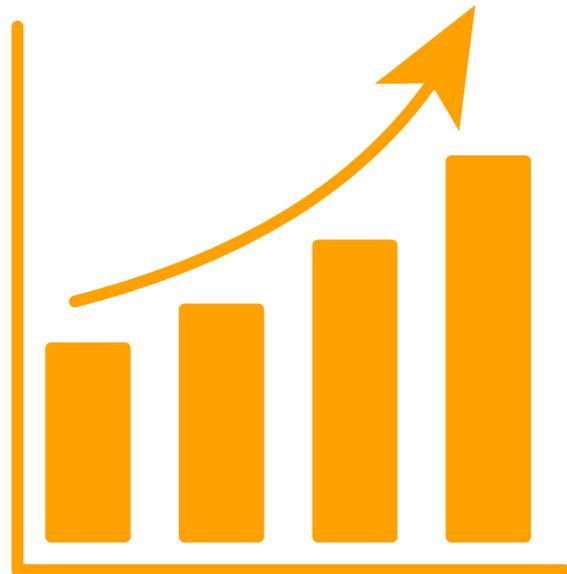
- You show a clip where the team misses a few fundamental steps in the way they approach the game, they skip steps in the way everyone agreed to play and approach these situations.
- You show a clip with audio, where mistakes are made because the communication wasn't aligned, or there wasn't a clear plan communicated beforehand the situation.
- You can also compare a good example of execution towards a bad execution, and let the players mention the differences. Because they saw in one clip that they can execute properly, this gives them the confidence that they are capable of reproducing the same results more often.

# Routines & habits

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## Notice a big difference in a month

All of the things listed in this e-book are very effective on their own when applied over and over during the days and weeks of practice. You will see a big difference in a month if you apply these insights into your coaching on a daily basis. What you want to do is to create a habit for yourself. A habit that is easy to pick up and easy to implement, so it doesn't overwhelm you. Because many times coaches get overwhelmed by new methods, and I understand that. There is then so much to learn, to do and to improve, so they rather do nothing instead and stay at the same level as the weeks before. Take it one step at a time and reap the rewards over time! Therefore...



## *Implement a minimum of 1 thing every practice written in this e-book*

You will be surprised by the effects after 1 month! Just shuffle these insights around so you keep it fresh for your players and yourself. You will notice that the players are happier, that they are better working together and they use you and their players more, which gives you a great feeling as a coach. The whole atmosphere is much more positive as well. The players will become more open sharing the good, the bad and the ugly with each other. And problems and conflicts are more easily solved.

When you are talking about team synergy, this is the place to start.

# Routines & habits

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## **Be a better coach, for yourself and your players. You all deserve it.**

Once you cycled through these active coaching methods and things to motivate your team, this way of interacting with your team and players becomes your second nature. You will be a much better coach than without these things, I promise.

Especially within the esports coaching space, many coaches are doing the same thing and a coach is often just a "coach" instead of a game changer. I can tell you one thing that implementing these things into your coaching: You will stand out by a lot in your approach and working with your team of players, that they will remember you and praise you to the heavens when done right. This gives you extra credit and working with your team this way can create many windows of opportunities for you.

And if you have all these factors in place and up and running, what do you think it will do with your team's results? Exactly! It goes up, you will win more and isn't that a great effect of having motivation within your team? In order to get the wins, you want to work on many things and motivation is the first piece of the puzzle.



**"You will stand out a lot in your approach."**

# Troubleshooting

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## What readers of this e-book frequently ask me...

### **If I only practice 1 or 2 days a week, will this still be worth it to apply things from this e-book every practice?**

*Yes, 100%! You still want to apply 1 thing out of this e-book every single practice, even if that is only 1 practice a week. It will positively impact your team a lot over time. It makes the environment more fun too! Plus you can easily notice which of the 3 motivational components are needed for this week's practice: does the team need more autonomy? More Relation? More Competence?*

### **Can I also create exercises that I see fit for myself? Or are these examples in the e-book the best ones?**

*The best exercises are the ones that trigger your team of players the most. You can apply the example exercises written here in the e-book to experiment with what works best for your team and as well create some exercises of your own. I believe you are creative enough to grasp the concept and take everything from this e-book to your own next level. Just keep in mind that you want to focus on the motivational aspects that you think are mostly needed: Autonomy, Relation and Competence. That is the core of everything. So if you create something and apply something for yourself, always keep these aspects in mind, then you are golden.*

### **My team lacks mostly skills, should I then only focus on Competence?**

*Focusing on competence will be a good start and also don't forget to not tunnel vision only on Competence, because sometimes when things on the skill level won't work out the way you want to. If you totally forget to include the players and their own thinking (autonomy) then they won't be able to be competent as well. If they are showing improvement and they are struggling to combine it all as a team or you feel they have a hard time accepting things from you, then Relation might be a good focus point. Everything is linked, so you want to have a good balance between all three aspects of motivation.*

# Troubleshooting

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**My team consists of very good players and I want them to better work together as a team. Where to start?**

*Before you put your focus on the players, let's put the focus on yourself first. When you look at the three motivational aspects: Autonomy, Relation and Competence, what are you involving in your own coaching style? Do you facilitate relationships? Can the players have fun and bond together on a personal and game level? Do you involve the players to let them make their own decisions and you use non-controlling language and present them meaningful choices? Or maybe do you want to control too much? Do you focus 80% on the things that go well and 20% on improvement, or is it the other way around?*

*Let's reflect and be honest about ourselves first before you look at the players. When you did this reflection on yourself, then it will be a good moment to put attention towards the players. Look at what they need, and ten times better is to ask them what they need, you will be probably surprised by their answers in terms of simplicity. Stay in Relation with them and check in with them what they need. Find a balance in everything that you and them feel is right and also be open to change things if it doesn't seem to work out in terms of the approach. But again, before you change and just do anything, first reflect on yourself and then make contact with the players and facilitate what they need.*



# Last words

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I would like to finish this e-book with an important quote that I like to use that I believe is very powerful, and once you apply it, you will never see coaching the same again.

***"As a coach, your job is not to inform the players, but to transform your players."***

You can only transform your players by having them motivated, and you are a great foundational piece to make that happen. I believe in you that you can make it happen.

Get started today and boost the motivation of yourself and your team of players towards the next level!

You got it coach!

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