



EQUILIBRIA
IN SPORTS™

EQUILIBRIA IN SPORTS

Elevating personal and organizational performance at all levels by understanding, embracing and leveraging diversity of thought and behavior.



EQUILIBRIA IN SPORTS OVERVIEW

Who We Are

From amateur youth leagues to the highest professional levels, Equilibria in Sports works with teams, athletes, coaches, and sports administrators worldwide to enhance team culture and performance, as well as strengthen team dynamics. We do this by helping all key stakeholders understand, embrace and leverage their unique personal strengths and potential limiters to improve individual and team performance and effectiveness. This includes enhancing team communication, and uncovering leadership potential. With knowledge of what triggers actions and reactions in ourselves and others, it is possible to make conscious choices. This provides all who participate the opportunity to succeed and perform to their highest potential. At Equilibria, we call this Living with Intention.

What We Do

Equilibria in Sports coaches teams and individual athletes to understand and apply our simple tools. Our proprietary personality diversity system - The 8 Essentials play book, Personality Diversity Indicator (PDI) and Personal Intervention (PI) – combine to heighten self- awareness, promote self-management and elevate communication, leadership, and teamwork skills that can be used in any sport, at any level.

Why We Do It

Our core value is PEOPLE FIRST and we act out of a genuine desire to help athletes, coaches, teams, and sports organizations realize their full potential. Our goal is to help every team give their members a sense of belonging and belief that his or her abilities, values, background and personality are recognized. By this definition, inclusion means valuing and recognizing the worth of everyone on a team - not just in spite of their diversity dimensions, but because of them.

How We Do It

We offer a measurable diagnostic as a precursor to a series of Intentional Leadership workshops that introduce teams to our core coaching tools and then work with them to develop practical application and sustainable performance enhancement processes to achieve their specific goals and objectives.

Equilibria in Sports addresses specific challenges to drive real results in the following areas:

- Leadership and engagement
- Communication and teamwork
- Team dynamics and culture transformation
- Diversity and inclusion
- Commitment and influence
- Character development
- Leadership potential
- Trust
- Bullying awareness
- Effective bullying counter measures
- Prepare athletes for the next level of competition



Leadership & Engagement



Communication & Teamwork



Team Dynamics & Culture Transformation



Diversity & Inclusion



Commitment & Influence



Leadership Potential



Trust



THE E-COLORS

Heightened Self-Awareness

This simple yet highly effective tool heightens our awareness to different personality patterns, communication styles and behavioral tendencies. Equilibria uses the brain as a conceptual model to highlight the different personality styles. We use colors to represent each of the four main personality quadrants:

Red-DOER (Action)

The part of your personality that helps you take action and get things done.

Communication Style: Tells
Information Filter: What
Leadership Style: Directive

Faster Paced
Action Oriented

Yellow-SOCIALIZER (Engage)

The part of your personality that helps you interact and engage with others.

Communication Style: Engages
Information Filter: Who
Leadership Style: Motivational

Task Oriented
Independent

People Oriented
Interdependent

Green-THINKER (Plan)

The part of your personality that helps you plan and analyze information.

Communication Style: Explains
Information Filter: How
Leadership Style: Strategic

Information Oriented
Steady Paced

Blue-RELATER (Support)

The part of your personality that helps you empathize with and support others.

Communication Style: Relates
Information Filter: Why
Leadership Style: Compassionate



Find out your E-Colors and personality style by completing the PDI Questionnaire which is free to do and can be found at:



www.equilibria.com/PDI



PDI App for Apple devices



PDI App for Android devices

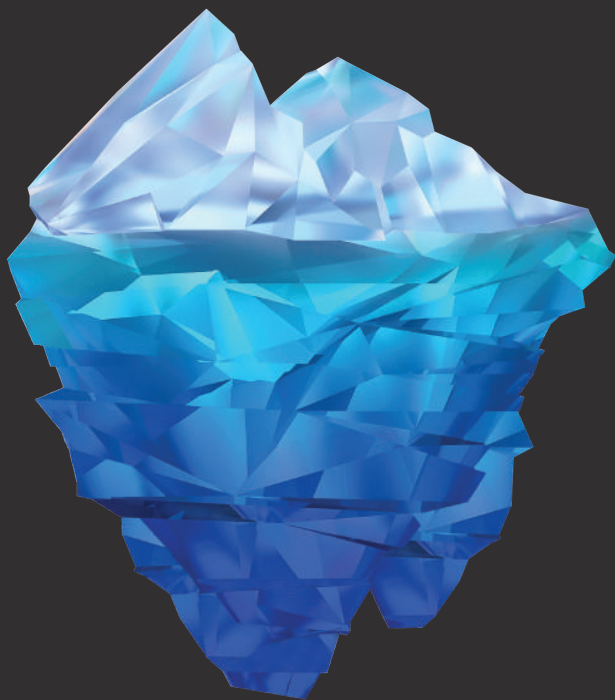
The questionnaire takes approximately 15 minutes to complete. When finished, you receive a Pie Chart, which shows your E-Colors percentages, as well as a Personality Report. Since 2004, more than half a million people have taken the PDI.

PERSONAL INTERVENTION

Intentional Self-Management

Personal Intervention is a tool that promotes intentional self-management. It is based on the understanding that a measured response driven by character is likely to get an individual a better result than an instinctive reaction driven by personality. This leads to better decision-making both on and off the playing field.

Equilibria uses an iceberg metaphor to differentiate between personality and character. Personality is the most visible part of us; and, if not properly managed, it may not fully reflect our intentions. Character runs much deeper and encompasses our background, beliefs, life experiences, and other factors depicted below:



PERSONALITY

Our nature
Our default setting
Our instinctive behaviors
Our natural communication style
Our comfort zone



**Causes us to
REACT**

CHARACTER

Our nurture
Age, gender, profession
Our background & beliefs
Our morals & values
*Our life experiences, education
& training*
Our family background & culture
*Our self-awareness & ability to
manage our Potential Limiters*



**Enables us to
RESPOND**

Personal Intervention helps you become more intentional through heightened awareness and conscious choices:



STEP 1

Become aware of your own personality tendencies through the E-Colors.

STEP 2

Understand the difference between Personality & Character.

STEP 3

Differentiate between your personality based REACTIONS and your character based RESPONSES.



STEP 4

Elevate your performance by choosing to RESPOND rather than REACT by pressing your internal PLAY or PAUSE buttons.

A Middle and High School soccer team in Houston, Texas has been utilizing the E-Colors and Personal Intervention for four years. In that time, the team has received ZERO red cards. When fouled, they don't react. Instead, they choose to press their PAUSE buttons and remain cool, calm and collected. As they say, "Personal Intervention works."

THE 8 ESSENTIALS PLAYBOOK (8E)

Performance Enhancement

8E is a performance enhancement process for coaches and teams to understand the essential elements of effective teamwork and leadership.

Through a sequence of coaching workshops, we help teams understand and leverage personality diversity to enhance leadership skills, improve team performance and deliver measurable results in a sustainable manner. We also customize workshops to focus on the essential elements most critical to driving specific, positive outcomes.



LIVING WITH INTENTION

The Journey To Sustainability

Our charge at Equilibria is to deliver meaningful, lasting change. Living with Intention often demands a systemic approach. We achieve this by instilling proficiency of our core tools such as the E-Colors and Personal Intervention within the organization. By coaching key stakeholders and delivering scalable processes, the benefits of leveraging personality diversity become part of the cultural DNA with measurable results. Our model is composed of three steps that are critical for any entity to achieve their desired results:

FOUNDATION

Build deep understanding of tools, mental models and practices

REALIZATION

Realize the potential of applying the tools to overcome team challenges, achieve strategic objectives and drive specific team results

SUSTAINABILITY

Create an internal network whereby a number of individuals are identified to form a team to lead and champion the process

Sallie Sargent, CEO of the Houston Super Bowl Host Committee, said this about Equilibria when reflecting on the success of the 2017 event:

"Every city is different, and Houston is all about its people. We wanted to showcase and celebrate that by recruiting and training front-line ambassadors as representatives for the city. When you assemble a group like this - from all kinds of backgrounds - you need help getting everyone on the same page, and learning how to work together as one team. By adding Equilibria's program to the volunteer training, we taught people how to communicate not only with one another, but with the one million plus visitors who enjoyed the downtown activities and events pre- Super Bowl."



WHAT PEOPLE SAY ABOUT EQUILIBRIA

"Our Bethel College Men's Soccer Team just attended a powerful team building session of Equilibria in Sports. It has been a transformational experience for our team and it is helping us take practical steps towards maintaining a championship culture. The workshop and its interactive exercises demonstrated how your teammates with different E-Colors can work best together. It has been the best individual and team awareness workshop I have seen as it gives great clarity into individual strengths and roles. I highly recommend Equilibria in Sports to every athlete, coach and leader."

- Thiago Pinto - Blue/Green - Head Men's Soccer Coach Bethel College

Having an effective team culture is such an important part of success. Equilibria in Sports is a great tool that will enhance your team culture. It helps because athletes and coaches will understand more about themselves and each other. I highly recommend every coach take their team through the process this tool can provide.

- Greg Dale Director of Sport Psychology and leadership Programs Duke University

"If there is one thing I have learned through Equilibria, it is that emotional intelligence is the most important type of intelligence we can possibly possess. Even if you have the intellectual capability to make the right decisions, your innate personality can lead to decisions that limit your potential. My E-Colors are Yellow/Red; so, I know that I cannot always allow my desire to socialize and act quickly stand in the way of being thoughtful. I've learned to "press pause" more — in everything from business, to my personal life, to coaching kids."

- Larry Centers - Yellow/Red 14-year NFL alumnus and Super Bowl Champion

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