

“When I say surround yourself with loyal people, I don’t mean yes people. I want to make that clear. In fact, it’s a crucial distinction. In a family-model organization, you have to allow for differences and entertain the opinions of others, without accusing them of disloyalty. People who say yes to you all the time are, in my opinion, insulting you. They assume you are either too immature or unstable or egotistical to handle the truth.”

- **Pat Summitt**

Jack Nicholson, “You can’t handle the truth!”

<https://www.youtube.com/watch?v=MMzd40i8TfA>

(this little clip is certainly optional—I had fun putting it in—older coaches might enjoy it as well)



As noted in the Pat Summitt Leadership Kit, “The absolute heart of loyalty is to value those people who tell you the truth, not just those people who tell you what you want to hear.”

- **Pat Summitt**