HADDEN TALENT



UNCOVERING
WHAT REALLY MAKES
A CHAMPION A CHAMPION

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KEY CONCEPTS FROM THE INTRODUCTION

*Champions aren't who they are because they win. In fact, actually, just the opposite is true. Champions win because of who they are.

in your	ir opinion (choose 3 words of your own):
Cham	npions are	
_		
=		
-		
	and that is why they	win.

*Beyond just what you see on the surface - the victories, the trophies, the headlines - you'll find that champions, in any area of life, have sown certain traits, certain attributes, and certain abilities into their being first, and then reaped the harvest of those traits, attributes, and abilities in the winner's circle after.

'Champions	like champions
	they are champions."
	-Bill Walsh (pg. 2)

* <u>YOU</u> have what it takes to be a champion, but you will behave like a champion before you are a champion.

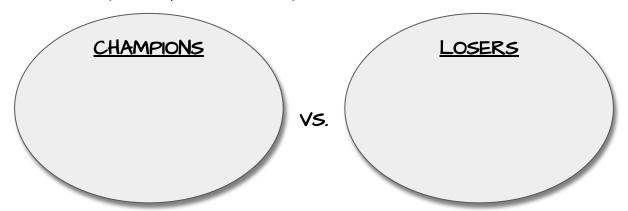
*Anywhere responsibility or opportunity exists, competition exists, too. It might involve the challenge of competing against someone or something else. More often and more importantly, it's the challenge you're facing against yourself and your own potential.

*Explain the difference between "pursuing success" and "chasing excellence." (pg. 7-8) *Fill in the blank... "Excellence can be exhibited anywhere. In fact, whatever it is you're doing today, and wherever you find yourself doing it, it can be done ______ ." (pg. 8) *Teddy Roosevelt's "The Man in the Arena" is a perfect picture of the champion chasing excellence. Based on his description, what are some specific things champions do? (pg. 9-10) *What role does luck play in winning? What role does it play in becoming a winner? (pg. 11) *Fill in the blank... "Choosing to be a champion may seem glamorous on the surface, but when you dig deeper you see that it won't earn you less work and more attention. A closer look reveals just the opposite is true. It's actually earn you _____ and ____ and ____ ___." (pg. 11)

CHAPTER 1: CHAMPIONS CHASE EXCELLENCE

CHAPTER 1: CHAMPIONS CHASE EXCELLENCE

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



KEY QUOTE FROM CHAPTER 1...

"If a man is called to be a street sweeper, he should sweep streets like Michelangelo painted, or Beethoven composed, or Shakespeare wrote poetry. He should sweep the streets so well that all the hosts of heaven and earth will pause to say, 'Here lived a great street sweeper who did his job well.'"

Martin	Luther	King,	Jr.
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What does this quote mean? What is the big idea? How does it apply to this chapter?

KEY CONCEPTS FOR CHASING EXCELLENCE

- *Chasing excellence is about more than just winning. It's about the process of becoming the best you can be.
- *The successful outcome is where the champion is recognized, but it's the process, the journey the pursuit of excellence where the champion is made.
- *A champion is committed to the whole story, not just to the highlights.

CHAPTER 2: CHAMPIONS MAKE WINNING CHOICES

"Despite how they feel, champions simply choose better than everyone else. They choose intentionally. Mindfully. Exceptionally." (pg. 18) Define each of the following words:
-Intentionally:
-Mindfully:
-Exceptionally:
*Fill in the blank
"You were not born a winner or a loser; you were born a" (pg. 18)
*"In a world where it's easy to dwell on all that exists beyond our control, as a champion you see clearly just how many choices you do get to make." What are some of those important choices you get to make? (pg. 19)
*How do the choices you make today affect the choices you make tomorrow? (pg. 20)
*The Navy Seals have a famous quote that says, "Under pressure you don't rise to the occasion, you sink to the level of your training." (pg. 21) In your opinion, what is the meaning of this quote?

CHAPTER 2: CHAMPIONS MAKE WINNING CHOICES

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



LOSERS



"There is a choice you make in everything you do. So keep in mind that in the end, the choice you make, makes you."

-John Wooden



"I am who I am today because of the choices I made yesterday."

-Eleanor Roosevelt

KEY CONCEPTS FOR MAKING WINNING CHOICES

- *Champions recognize that who they are is not the sum total of their circumstances. Who they are is the sum total of their decisions.
- *Each and every choice made each and every day continues to build up the vote count, and with it the champion's identity as a winner.
- *As a champion, denying that temptation to choose mediocrity doesn't get easier...you just get better. You get stronger and smarter.
- *When you do the work it takes to make your best self the default, then you are repeatedly, habitually casting votes for the type of person you want to be, and in the process further cementing your identity as a champion.

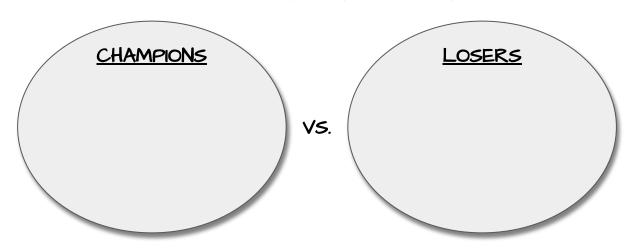
CHAPTER 3: CHAMPIONS CULTIVATE THEIR HIDDEN TALENT

Compare the surface-level talent with the Hidden Talent of each of these high achievers. (pg. 27-29)

	SURFACE-LEVEL TALENT What people saw/celebrated	HIDDEN TALENT What really made them great
Michael Jordan		
Thomas Edison		
Pablo Casals		
*When you work to music, in art or in	uncover what really makes a champ	
HIDDEN WHAT REALL CHAMPION A	TALENT: y makes a champion	

CHAPTER 3: CHAMPIONS CULTIVATE THEIR HIDDEN TALENT

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



*Choose one of the eight quotes on pages 35-36 that you teel like most accurately describes the mindset of a champion. Write that quote here:	
	_
*Explain the quote you chose above and its meaning/importance in 2-3 sentences below	' :

on the surface?"			

*How does this chapter prove that "there's more to the champion than just what you see

*"Recognition" is the first step in turning potential into reality. Why is it also the easiest step? (pg. 40-41) *"Few words have the power to offer both as much promise, and as much pain, as that word 'potential.'" (pg. 41) What is so promising about potential? What is so painful about potential? *Fill in the blanks... "Champions control the _____, and the truth is, you can be a champion because you have the potential to do all the things champions do. When you define it that way, it's clear that developing what it takes to become a champion is actually a _____." (pg. 43) *The Navy Seals have a famous quote that says, "Under pressure you don't rise to the occasion, you sink to the level of your training." (pg. 21) In your opinion, what is the meaning of this quote?

CHAPTER 4: RECOGNITION - THE IMPORTANT FIRST STEP

CHAPTER 4: RECOGNITION - THE IMPORTANT FIRST STEP

*Calvin Coolidge famously said, "Nothing is more common than unsuccessful men with talent," and Kevin McHale said, "A lot of guys have potential written on their tombstones" (pg. 47). Both of these quotes speak to the same idea. What is the message/warning they provide?

KEY CONCEPTS FOR RECOGNIZING YOUR TALENT

- *We may be given any number of gifts, but if we don't recognize and receive them, then they may as well not exist at all.
- *Recognizing that you've been given a gift is only great if it's followed by a series of winning choices. Until then, it's worthless.
- *The number of people who've been given a gift in a certain area is way less important than what those who've been gifted choose to do with it.
- *When it comes to any Hidden Talent area, it's not most important to see that everyone has this potential. It's most important to see that you do.
- *Just as Hidden Talent is and has been the primary difference-maker in the lives of so many great people - athletes, inventors, musicians, and more - your Hidden Talent is the primary difference-maker in determining who you become.



"It's not what you got, it's what you use that makes a difference."

-Zig Ziglar



"If we all did the things we were capable of, we would literally astound ourselves."

-Thomas Edison

#

"The only person you are destined to become is the person you decide to be."

-Ralph Waldo Emerson

CHAPTER 5: DEVELOPMENT - THE DIFFICULT SECOND STEP

There is a clear difference between the way most people think of excellence and the humble reality of excellence (pg. 52-53). Explain this difference in your own words.
numble reality of excellence (pg. 32-33). Explain hits difference in your own words.
What does the quote, "The person on top of the mountain didn't fall there" mean? (pg. 54)
Fill in the blanks
"Out of the spotlight and the headlines, the champion has been,
,, and
It's way more than the gift that makes a champion a champion. It's that climb - the countless hourse spent
and on the side of the mountain, not at the top - that
turns what could potentially be into what actually is" (pg. 55).
What role do other people play in your development process? What role can only you play? (pg. 56)
Fill in the blanks "Every day is a new opportunity to refine your gifts, cultivate your talent, and validate
your identity as a champion. Even the most tasks are suddenly
for you to prove again to yourself exactly who you are" (pg. 59)

Define that word "menial" (p		
"Becoming your best is an on-going process." -Mike Krzyzewski	"Shallow men believe in luck. Strong men believe in cause and effect." -Ralph Waldo Emerson	"Today's society wants to skip the process, and I hate that."
rying something difficult - sc	nce in your own life when you felt the omething you had never done befo en't capable of	•
rying something difficult - sc	omething you had never done befo	•
trying something difficult - soconvinced yourself you were	omething you had never done befo	oven life when you felt the



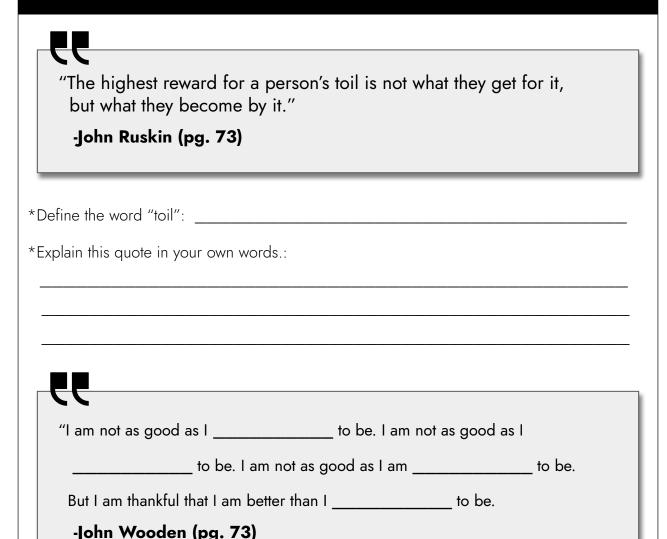
"Success is a result of consistent practice of winning skills and actions. There is nothing miraculous about the process. There is no luck involved."

-Bill Russell

*Explain how the quote, "You reap what you sow" applies to the process of talent recognition, development, and separation (pg. 66). *"There is no finish line on the journey to developing your talent." What is the challenge that comes with accepting this reality? (pg. 66-67) *What is the benefit that comes with accepting that reality? *"On the surface, two competitors may look very similar in terms of their physical skills or athletic talent (their measurables), but competition has a way of exposing what they're really made of on the inside" (pg. 69). What are some of the qualities that competition exposes? *What is the only comparison you should commit to focusing on, and the only one that really matters? (pg. 70)

CHAPTER 6: SEPARATION - THE FUN THIRD STEP

CHAPTER 6: SEPARATION - THE FUN THIRD STEP



KEY CONCEPTS FOR SEPARATING YOURSELF

- *Separation is the reward you get for the hard work you've done, for turning your gift from potential into reality. Separation is what people see and what they celebrate.
- *We rarely get what we want or what we hope for. More often, we get what we earn.
- *The level at which you work to develop your gifts determines the separation you create. If you work a little to develop your gifts, you will separate yourself a little. If you work a lot, you will separate yourself a lot.

CHAPTER 7: LOVING THE GAME *Fill in the blanks... "Long-term success in any relationship requires more than a ______; it also requires a _____. A _____. (pg. 78) "There's got to be something more - a deeper level of commitment and sacrifice that we've chosen _____ ___ ____ ____ especially if we're hoping to cultivate someting that lasts." (pg. 78) "Love is about our feelings, yes, but it's also about our and our _____." (pg. 79) *"When you've developed an authentic love for what you do, you recognize that doing something difficult can be fun" (pg. 80). Describe a meaningful achievement in your life that didn't come easy. *How can focusing on the outcome/destination cultivate your fear? (pg. 81-82) *How can focusing on the process/journey cultivate your love? (pg. 81-82)

"When you've cultivated your love for	, ,	
before you. This isn't work that has to		
done. You don't see the (pg. 84).	; you see the	
What are some differences between who works from the outside-in? (pg. 8		de-out vs. someone
	ORDS, TERMS OR IMAGE: CHAPTER TO DESCRIBE	
	CHAPTER TO DESCRIBE	

In what specific ways co 93)	uld you make the argument, "yo	ou play like you practice"? (pg.
Fill in the blanks		
"Champions have come experience; they're cons	to accept that physical discomf stantly choosing to push their lir even	
experience; they're consthrough	stantly choosing to push their lin	nits. They are willing to fight
"Champions have come experience; they're consthrough Campions are What are some physical	stantly choosing to push their lin	nits. They are willing to fight as part of their pursuit.
"Champions have come experience; they're consthroughCampions are	stantly choosing to push their lin	nits. They are willing to fight as part of their pursuit" (pg. 94
"Champions have come experience; they're consthrough	stantly choosing to push their ling teven being circumstances that could poten	nits. They are willing to fight as part of their pursuit" (pg. 94

CHAPTER 8: GIVING YOUR BEST

CHAPTER 8: GIVING YOUR BEST

*"There's a level of constancy and consistency with champions, both mentally and physically, that separate them from everyone else."

What is constant/consistent with champions from a mental standpoint? (pg. 99)

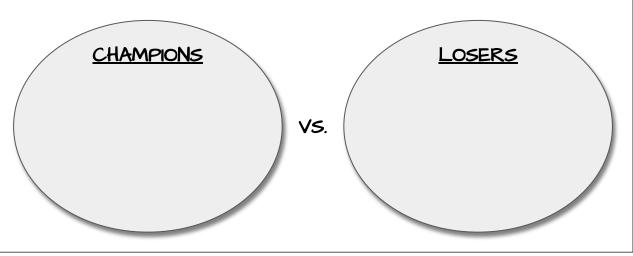
What is constant/consistent with champions from a physical standpoint? (pg. 99)

.______

*Who is someone you know personally or admire from afar who embodies this quality or characteristic? What is it specifically about them that comes to mind?

"I think the thing was I was always willing to work; I was not the fastest or the biggest player but I was determined to be the best football player I could be on the football field, and I think I was able to accomplish that through hard work." -Jerry Rice

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



CHAPTER 9: OVERCOMING ADVERSITY *Fill in the blanks... "Champions have come to recognize some important realities about chasing excellence in any area. They recognize that anything that's really worth doing in life will have to be done despite some ______, ______, and . If winning, or success, or excellence were easy, then everyone would do it, but the truth is it's not easy. It requires a significant , and the champion has accepted that built into that price - it's part of the deal." (pg. 105) *What are some specific challenges, struggles, and hardships that you anticipate might be a part of this journey for you? *Fill in the blanks... "Clarifying adversity's place in the story empowers the champion. They recognize that it's not the _____ that defines them, but their ____ to that challenge, and what they accomplish in spite of it." (pg. 107) *Why is playing in the present so difficult for most athletes? Why is it so important? (pg. 112) "Adversity introduces a man to himself." -Albert Einstein

CHAMPIONS Who is someone you know person	WORDS, TERMS OR IMAGES IS CHAPTER TO DESCRIBE
Vho is someone you know person	
	Vs. Losers
	onally or admire from afar who embodies this quality or cally about them that comes to mind?
"If you're trying to achie	

*What's the danger in focusing on rankings, judgment, and comparison, and in making "looking good" your primary goal? (pg. 120) *Fill in the blanks... "Champions recognize that the best never stop getting better. They see ______ _____ as an opportunity to _____ and _____. (pg. 121) *Identify and explain at least one real-life example from pgs. 121-122 of how the best never stop getting better. *Explain why the process of improvement is so challenging? (pgs. 123-124) *Fill in the blanks... "Champions have chosen to show up today expecting to and . They anticipate opportunities to improve in this experience today, and they're prepared and committed to search for them, identify them, and use them to get better. They are in their approach to improvement; they get better _____." (pg. 124)

CHAPTER 10: SEEKING IMPROVEMENT

CHAPTER 10: SEEKING IMPROVEMENT *Fill in the blanks "Hall of Fame football coach Lou Holtz famously said, "If you're not growing, you're dying. That means our character and our identity don't possess a neutral gear. Each day the _____ we make are moving us ____ or _____; we are ______ ourselves or we are _____ ourselves." (pg. 127) DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE... CHAMPIONS LOSERS VS. *Who is someone you know personally or admire from afar who embodies this quality or characteristic? What is it specifically about them that comes to mind?

KEY CONCEPTS FOR SEEKING IMPROVEMENT

- *The man in the arena is not focused on perfection; he's focused on improvement.
- *Just because we aren't good at something right away doesn't mean you never will be. Even the expert was once a beginner.

*If your coach is never coaching, instructing, or even criticizing you, that probably means one of two things. What are those two things? (pgs. 134-135) *Fill in the blanks... "Champions are relentlessly driven by the process of improvement. They have the _____ to accept that _____ including their coach - is a valuable resource they can use to ______ ___..." "Champions don't feel or by their coach's honesty, even if it does feel critical. In fact, they crave information that can help them ______. That's why champions get coached." (pg. 135) *"The most productive player-coach relationships are the ones where trust is both humbly chosen and intentionally earned by both sides on a regular basis." (pg. 137) -What is one example of a player humbly CHOOSING to trust his/her coach? -What is one example of a player *intentionally EARNING* that trust? *What is the best way for a player to prove they are ready for a bigger role? (pg. 138)

CHAPTER 11: GETTING COACHED

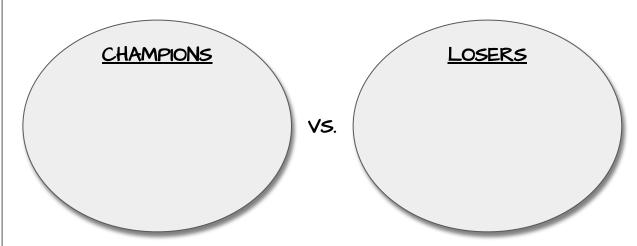
CHAPTER 11: GETTING COACHED
*"Discipline is a requirement for anyone hoping to reach their full potential." Why? (pg. 138)
*What are some external responses that show a player is serious about getting coached? (pg. 139)
DEFINING WORDS, TERMS OR IMAGES
FROM THIS CHAPTER TO DESCRIBE
CHAMPIONS LOSERS Vs.
*Who is someone you know personally or admire from afar who embodies this quality or characteristic? What is it specifically about them that comes to mind?
"The fact of the matter is, if you want to be good, you really don't have a lot of choices, because it takes what it takes." -Nick Saban

*Fill in the blanks "The foundation of being a teammate is built on a sense of and ______. Champions recognize that when they give up some of what's theirs for the good of the team - some of their _____, some of their _____, some of their _____, then what's theirs has a way of coming back to them, and then some." (pg. 149) *"On great teams, you'll find team members who are willfully and selflessly choosing to sacrifice something of their own in order to help a teammate succeed. They are intentionally and mindfully choosing others over themselves" (pg. 150). -Why do choices like that usually need to be made intentionally and mindfully? *What's the value of accepting more than your share of the blame when things go wrong? (pg. 152-154) *What's the value of giving away more than your share of the credit when things go right? (pg. 154-156) *Why are they called "glue guys"? (pg. 157-158)

CHAPTER 12: BEING A TEAMMATE

CHAPTER 12: BEING A TEAMMATE

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



KEY CONCEPTS FOR BEING A TEAMMATE

- *Often, choosing to step into the arena and be a great teammate goes unrecognized and unacknowledged. But just because doing the right thing doesn't get noticed doesn't mean it shouldn't be done.
- *By sharing your success by giving it away you actually set yourself up for more success.
- *When you're committed to bringing out the best in others, you stand out from the crowd.
- *Who is someone you know personally or admire from afar who embodies this quality or characteristic? What is it specifically about them that comes to mind?



"The best compliment I can give a player is that he's a great teammate."

-Terry Francona

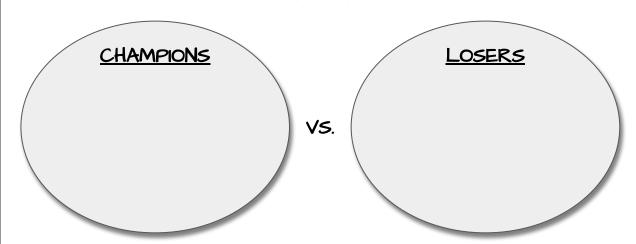


"The strength of the team is each individual member. The strength of each member is the team." -Phil Jackson

CHAPTER 13: TAKING RISKS *Fill in the blanks "There's no way to know for sure what today's competition might bring, but champions have decided that the _____ of ____ is worth the ______ of ______, and that taking risks will always be a _____ if we really choose to _____ it." (pg. 165). *"You can't be afraid to go out on a limb; that's where the fruit is." (pg. 165). -Explain this old, popular saying in your own words. *Fill in the blanks... "Being a champion doesn't mean you aren't ever afraid, but it does mean you've clarified for yourself the truth about fear: that the _____ we create in our minds is often an ______. The truth is that fear is strong, but _____ and _____ and ____ are stronger. And champions recognize that they aren't defined by their fear. They're defined by their ______ _____ " (pg. 166). *What are some reasons why really, truly competing is such a risk? (pg. 167-170) *What are some ways that the loser might "counterfeit compete?"

CHAPTER 13: TAKING RISKS

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



KEY CONCEPTS FOR TAKING RISKS

- *Really, truly competing is a risk. It means giving everything you've got. It means putting your very best on the line and pushing all your chips to the middle of the table.
- *It's worth considering the different ways there are to lose in this world. Some of them we can be proud of, and some we'll regret.
- *Even if no one else knows, you'll know, today, either the pride of a battle well fought or the regret of a missed opportunity.
- *Who is someone you know personally or admire from afar who embodies this quality or characteristic? What is it specifically about them that comes to mind?



"You miss 100% of the shots you don't take."

-Wayne Gretzky



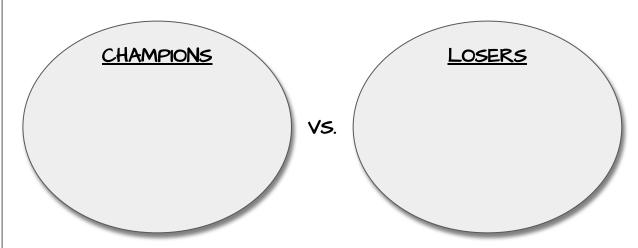
"Show me the guy who's afraid to look bad, and I'll show you the guy you can beat every time." -Lou Brock

*How does a commitment to cultivating your Hidden Talent help provide you with a purpose? (pg. 177-178) And what is the value of having a purpose? *How does a commitment to cultivating your Hidden Talent help provide you with a vision? (pg. 178) And what is the value of having a vision? *Fill in the blanks... "Being positive means looking and the that accompanies it right in the eye. It means stepping up and fighting to become the best version of yourself because you see that that work can't afford to go undone. It means doing what it takes to turn your _____ into _____. It means _____ to win today - getting dusty and sweaty and bloody - and loving every minute of it. A positive attitude is a _____ attitude. It's a _____ attitude. It's a ______ attitude" (pg. 181). *How is hope a competitive advantage for the champion compared to the loser? (pg. 184-185) *Fill in the blanks "The more you develop your purpose and your vision, the more you build for handling _____, and the less you're held hostage by ______ or ____ you didn't expect" (pg. 185).

CHAPTER 14: CHOOSING A POSITIVE ATTITUDE

CHAPTER 14: CHOOSING A POSITIVE ATTITUDE

DEFINING WORDS, TERMS OR IMAGES FROM THIS CHAPTER TO DESCRIBE...



KEY CONCEPTS FOR TAKING RISKS

- *A positive attitude is the by-product of doing what champions do of chasing excellence, of making winning choices, and of cultivating your Hidden Talent.
- *Your purpose for today and your vision for tomorrow and the attitude they produce must be bigger and more powerful than all the negativity around you.
- *While the champion says, "It may be difficult, but it is possible," the loser says, "It may be possible, but it's too difficult."
- *Who is someone you know personally or admire from afar who embodies this quality or characteristic? What is it specifically about them that comes to mind?

55

"The attitude with which we approach our situation can determine our success or failure." -Peyton Manning



"Belief in yourself is what happens when you know you've done the things that entitle you to success." **-Pat Summit**

ADDITIONAL NOTES:	

ABOUT THE AUTHOR



Travis Daugherty spent 14 years as a high school basketball coach in Indiana, where his teams won nearly 200 games. In 2008 he was named Indiana Basketball Coaches Association Coach of the Year. In addition to *Hidden Talent*, Travis has also written and published *The LENS*, a game plan for effective sports parenting. He additionally serves as the founder and director of Champions 101, a sports performance and leadership development program for athletes, coaches, and sports parents. Learn more about Travis, his work, and additional resources that can serve you and your people at travisdaugherty.com.

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