

SantCugatCreix



STRETCH VALUES

THIS IS A SPECIFIC ACTIVITY THAT WILL HELP US IMPLEMENT, STRUCTURE,
APPLY AND SPREAD OUR ETHICS CODE AMONG OUR YOUNG ATHLETES



**ETHICS
FOR
SPORTS**



Co-funded by the
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Ethics4Sports partnership members in the city of Modena. June of 2016

THE ETHICS4SPORTS PROGRAM

The sport community faces several risks that threaten its integrity. To face them, a collaborative partnership of 7 EU public and private organisations, following a participatory approach involving all concerned stakeholders, proposes a specific response: the Ethics4Sports (E4S) project. The partnership covers Spain, Italy, Germany, France and the United Kingdom. The main objective of E4S is to develop innovative mechanisms to promote ethics in grassroots sports and ensure its effective enforcement, by enhancing the capacities and skills of sporting bodies and allowing them to give more efficient responses to risks threatening the integrity of sport.

In order to achieve the general objective of the project, PPs will pursue the fulfilment of the following specific objectives:

1. develop and/or improve new Codes of Ethics for sporting bodies to spread ethical values in sport, following an inclusive and cross-cutting approach.
2. develop a set of verifiable indicators to facilitate the monitoring and evaluation of the Codes of Ethics' enforcement;
3. effectively enforce the Codes of Ethics developed and make the most of new technologies (through the so-called "Ethics App") to fulfil this aim, by conducting pilot tests.
4. test, monitor and evaluate the enforcement of the Code of Ethics, hence gathering lessons learned for replicability around Europe.
5. set-up a public-private network of institutions aiming to cooperate in the field of ethics in sport and identifying new members to be engaged in the future and enrich the alliances

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ALSO WILL HELP TO INCLUDE THE FORMATION IN VALUES IN THE SPORTS TRAINING PLAN OF THE SPORTIVE ENTITIES, AS MORE AS A FORMER, AS A TACTICS, TECHNICAL, OR PHYSICIANS SEASON PLANS.

WHICH ARE THE VALUES WE WANT TO PASS ON?

THOSE COLLECTED IN THESE 4 GROUPS THAT ARE:

YOUNGERS ATHLETES

Non-negotiable and implicit in any formative process, they are the two foundations of our values.

1. RESPECT EFFORT

Very important group within the framework of the Ethics Charters and the collective sports and we work with training spaces .

2. TEAM SPIRIT TRUST SOLIDARITY TEAM WORK

3. RESPONSIBILITY

Values that are not less important but are introduced at a later time due to their complexity and the difficulties of working with them at early ages; also they are somehow implied, in one way or another, in the first five.

OLDER ATHLETES

4. ACTITUDE COMMITMENT PERSEVERANCE COMMITMENT

HOW CAN I INCLUDE TRAINING IN THE ETHICS CODE IN MY TRAINING PLAN?

IN FUNCTION OF THE AGE OF ATHLETES,
WE WILL GIVE PRIORITY TO OUR VALUES
OR OTHERS

PROPOSAL OF PROGRAMMING OF VALUES TO WORK FROM 11 YEARS TO +18.

WE WORK WITH FOUR MORAL VALUES SPREAD ALONG THE SCHOOL
YEAR OR SPORTS SEASON

1. Phase I → September:

Space to introduce the project, complete training and explain to the sports people the proposal and adjust it to the purpose of each team.

Do some practice without any particular topic.

2. Phase II → October – December:

During this phase, taking advantage of the beginning of the season, we will work based on the first general section = RESPECT.

Within this we include the different sections referring to the topic about respect for colleagues, technicians, referees, other teams, facilities ...

The respect to be able to do any sport practice, as well as the coexistence with companions, staff, opponents, etc. is indispensable. That is why our training in this value is a priority.

In this case, the first large group of values, THE EFFORT AND THE RESPECT, are the ones we believe essential, we propose to work for them the first block of season, during phases I and II.

3. Phase III → January – February:

On the return of the Christmas holidays, it will work the second block = SPIRIT OF EQUIPMENT and SOLIDARITY.

Once the points of respect have been assimilated, an aspect that will allow us to work with optimum conditions, we find it very useful and productive to enter the value of the team and solidarity to finish consolidating the team processes and the values to form part of it and of the sport.

4. Phase IV → March – April:

During March and April we will focus on the RESPONSIBILITY section.

Once the responsibility and values that surround the team have been worked out, it is imperative to assimilate the responsibility towards this and all those aspects that surround the practice of sports.

5. Phase V → May – June:

The final phase of the season, taking into account that it coincides with many final stages and championships, we will focus on working on the section of the ATTITUDE.

In the face of the end of the season and in order to give a final impetus to the course and to put in line everything worked during the course, a good value to work in this final stretch is the one related to the Attitude.



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WHAT DOES THE ACTIVITY CONSIST OF?

- 5' at the end of every practise session or match
- A discussion and reflection time can be created at the end of the training session, while cooling off and doing stretching exercises.
- During the first term, reflection will only be post-training. During second and third terms, we can start working on feedback when we cool off if the following conditions are met:
 - dealing with issues that have been worked on during the previous week
 - situations where a clear constructive discussion is called on
 - situations where results may not influence conclusions. Unless these situations have been outstandingly positive and the team's behaviour has reinforced our work on the values
 - more controlled situations with a clearer message. Discussions about results and confrontations dealing with competitive and technical issues must be avoided
- dealing with situations that reinforce the work done during the week to see its applicability in the match
- dealing with issues that will come up or were worked on during the week at whatever stage we are in the season plan
- making a reflection and generating a critical discussion on the issues that have been or will be worked on
- in order to provoke reflection and discussion on values we are to work on or have been working on that will allow us to improve as a team

OBJECTIVES

To generate communication + critical discussion + self-assurance and trust in the team + personal and group responsibility + commitment with the team + awareness that there no "I" in teams

HOW?

We start by presenting the value we are going to work on, how it can present itself and, if necessary, outline objectives and generate expectations (what I expect from you in different situations) trying to influence them as little as possible.

WE WANT TO GENERATE AWARENESS ON THE VALUE

- We must face the children
- We must be at the same level
- We must sit in a way where they can all listen to each other
- We can open the discussion and allow controlled speaking turns
- Positive + constructive + realistic + motivating + bilateral

"WITH STRETCH VALUES WE WILL TAKE ADVANTAGE OF THE SPECIFIC SPACES AT THE END OF THE SESSIONS. WE WANT TO GENERATE REFLECTION THROUGH DIALOGUE AND DIRECT DEBATE BETWEEN TECHNICIANS AND ATHLETES "

Ajuntament
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de SantCugat



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DURING DISCUSSION: HOW DO I CONDUCT IT?

Give positive reinforcement
appreciate and reinforce participation

encourage participation to those who do not usually participate

DO NOT PRESSURE

try to generate a comfortable situation for the team

reach joint conclusions with the intention of improving the team's behaviour

WHAT DO I DO AFTER THE DISCUSSION?

Record situations mentioned in discussions

take advantage of any discussion to deal with situations by adapting them to the needs of the team

create an educational experience through the recorded situations in order to improve the team's dynamics

WHEN SHOULD I GENERATE CERTAIN SITUATIONS?

During training, in the changing room, during matches.
In non-sporting moments.

WHO DO I GENERATE THESE SITUATIONS WITH AND WHO DO I GET INVOLVED IN THEM?

Work comprehensibly among players, technicians, delegates and any staff involved in the team.

BE AN EXAMPLE AMONG TRAINERS AND TECHNICIANS

YOU MUST BE OBSERVANT

If players participate a lot (more confidence)

If they participate very little (less confidence)

If players get carried away by the team (more confidence)

If they do not get carried away (less confidence)

Do not try to influence and get into the situations while they are under control

You must keep objectives in mind to find the right moment to intervene

Focus your actions in the issues at hand

Reinforce and work on what allows you to have an impact on the value at hand

If the team's behaviour benefits the objective we let it roll, but if it becomes contradictory it is time to intervene and redirect it or stop it

THE ETHICAL CHART IS
A FORMATIVE SYSTEM
INTEGRATED BY:

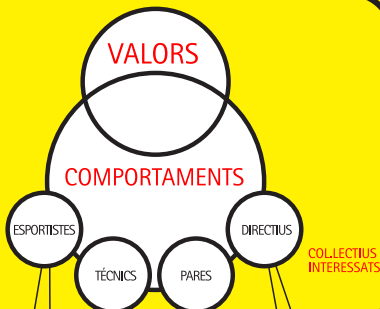
- 1 **ETHIC CODE**
- 2 **APPLICATION TOOLS**
- 3 **PARTICIPATION
AND MONITORING**

WHO NEED THE ACTIVE
PARTICIPATION
OF ALL THOSE THE
PEOPLE OF OUR
SPORTIVE ENTITY

CODI ÈTIC ESTRUCTURA

En base a uns valors comuns que volem transmetre es defineixen uns comportaments en forma de decàleg, pels col·lectius que formen una comunitat esportiva.

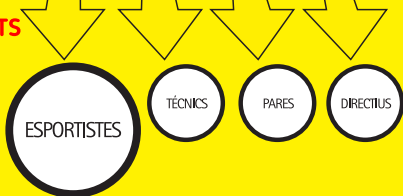
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EINES D'APLICACIÓ A INTERESSATS

La bona pràctica de l'activitat esportiva i les activitats específiques amb els col·lectius, ens ajuden a transmetre el codi ètic.

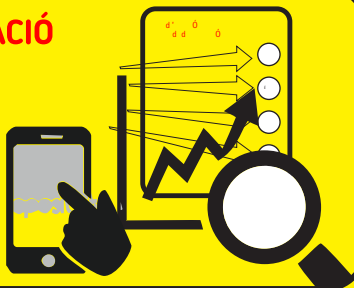
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MONITORITZACIÓ DE L'APLICACIÓ

Cal registrar a l'aplicació les situacions positives o els conflictes que observis, donat que permetrà resoldre una acció puntual, i ajudes a conèixer com podem millorar com a col·lectiu: com a equip, com a entitat, com a ciutat.

3



HOW I CAN REGISTER?

PASSES:

1.

Download the Ethic App or the link of the forms on my mobile phone

2.

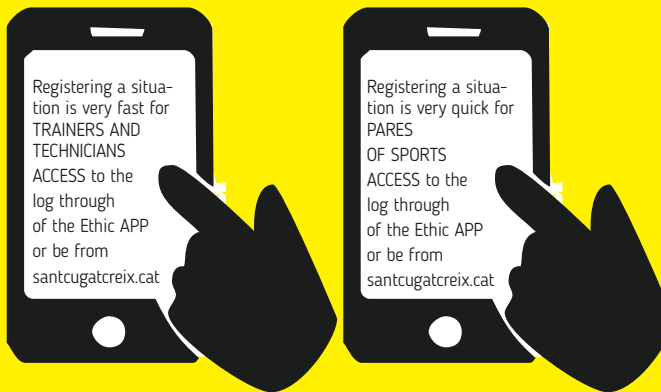
**Open the link
(mobile, tablet or laptop)**

3.

**Follow the steps specified in the form
(intuitive, fast and simple)**

4.

**Send the form
and wait for feedback**



WHY IS IT IMPORTANT TO REGISTER?

1. To bestow value and importance to the situation
2. To offer interesting and useful data to the project, which, in turn, will allow us to make improvement decisions
3. To generate awareness that it is necessary to work

WHAT DO I GET IN EXCHANGE?

1. Personal feedback from a sports psychologist and educator
2. Comprehensive consultancy specifically focused on the situation at hand
3. External point of view and help to handle the situation as thoroughly as possible



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HOW DO I WORK ON THIS VALUE?



RESPECT TO TEAM MATES

Lack of respect, constant taunting and mocking create negative feelings, sadness or anger and hinder good understanding in the team.

HOW DO I GENERATE SITUATIONS TO WORK ON THIS VALUE?

BY PROVOKING SITUATIONS THAT BRING ABOUT:

- Decision-making and acceptance of consequences
- Challenges and motivations
- Things that are one's responsibility and by raising the awareness that, what depends on oneself is available to anyone.
- Situations where there's nothing one can do, beyond what the teammates are doing.
- Team confidence.
- Joint work and effort.
- Common objectives
- Personal responsibility, which affects the team, and team responsibility

OBJECTIVES

to generate communication + critical discussion + self-assurance and trust in the team + personal and group responsibility + commitment with the team + awareness that there no "I" in teams

KEY WORDS

SELF-ASSUREDNESS, DECISION, DETERMINATION, HIGH SPIRITS, STRUGGLE, EFFORT, GROUP WORK

HOW DO I WORK ON THIS VALUE?



This activity will take 5' during training. Wait until the last minute, when practice ends and the team relaxes with stretching exercises.

**RESPECT
THE TEAM**

**WE WANT GOOD SPORTSMANSHIP
WE WANT BETTER HUMAN BEINGS**

**HOW DO I BRING ABOUT THE DISCUSSION?
WHAT QUESTIONS CAN I ASK?**



PROPOSALS FOR THE YOUNGEST ONES:

- Would you mind if someone did it to you?
- How would you like to be treated?
- Can we LEARN if we don't respect each other?
- If I make a mistake, is it important to say I'm sorry?
- How can help my teammates?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

- Would you mind if someone did it to you?
- How many people are part of the team
- Can we win matches if there is no respect among us,?

.....

.....

REMEMBER!
SHARE YOUR
EXPERIENCE THROUGH
THE REGISTER SYSTEM
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HOW DO I WORK ON
THIS VALUE?



RESPECT TOWARDS OUR ADVERSARIES

We play against other teams, but also with other teams.
Without adversaries there's no competition.

HOW DO I GENERATE SITUATIONS TO WORK ON THIS VALUE?

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RESPECT TOWARDS OUR

ADVERSARIES

**WE WANT GOOD SPORTSMANSHIP
WE WANT BETTER HUMAN BEINGS**

HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

Do we need our adversaries to play?

Are they like us?

Could they be our friends?

If they other teams didn't come and play against us,
what would happen?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

Do you know what empathy is?

What would happen if the other teams didn't come and
play against us?

.....

.....

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HOW DO I WORK ON
THIS VALUE?



RESPECT TO RULES

Without rules there's no order.
Following the rules helps the team.

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**RESPECT TO
RULES**

**WE WANT GOOD SPORTSMANSHIP
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HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

Can we play without rules?

When other people don't play by the rules, do you like it?

If we don't accept them, what can we do?

Why do you think norms exist?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

Can we play without rules?

When other people don't play by the rules, how do you feel? what do you think?

If we don't accept them, what can we do?

.....

.....

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HOW DO I WORK ON
THIS VALUE?

5m

RESPECT TO JUDGES AND REFEREES

There's no game or competition without them; they are human and, therefore, subject to mistakes.

HOW DO I GENERATE SITUATIONS TO WORK ON THIS VALUE?

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**RESPECT TO JUDGES AND
REFEREES**



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**WE WANT GOOD SPORTSMANSHIP
WE WANT BETTER HUMAN BEINGS**

HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

Do you think referees and judges have easy jobs?
What would you have done if you were in his shoes?
Being a human being, can he make mistakes?
Can we play without him?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

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What would you have done if you were in his shoes?
Being a human being, can he make mistakes?

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HOW DO I WORK ON
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EFFORT

Without effort there's no self-improvement and spirit of achievement.

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EFFORT

**WE WANT GOOD SPORTSMANSHIP
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HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

Have you done your best?

Must the whole team give their best?

Or is it enough for one of us to do so?

Can we come to training sessions or play matches half-heartedly?

In which circumstances do we succeed? When we do things enthusiastically or when we do them half-heartedly?

PROPOSAL FOR THE OLDEST ONES:

Have you done your best?

Must the whole team make an effort?

Or with one doing his/her best is more than enough?

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HOW DO I WORK ON
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TEAM SPIRIT

TRUST

**We to trust ourselves
and trust our teammates.**

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TRUST

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HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?

2

PROPOSALS FOR THE YOUNGEST ONES:

Do you trust your trainer?

Do you think you can improve?

Do you think you can master what we teach you?

Do you trust your teammates?

Do you trust yourself?

.....

PROPOSAL FOR THE OLDEST ONES:

Were you convinced that what you were doing was the right thing?

Did you think you would make it?

Have you had any doubts? When?

Do you trust your teammates?

.....

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HOW DO I WORK ON
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TEAM SPIRIT SOLIDARITY

We have to give and share the best in each one of us for the benefit of the group.

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SOLIDARITY

**WE WANT GOOD SPORTSMANSHIP
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HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

Do you think it is positive to help your teammates, your coach or anybody else?

Why do you do it?

Do you like being helped?

Do you need being asked for help

o do you volunteer yourself?

When you need help, do you ask for it?

PROPOSAL FOR THE OLDEST ONES:

Do you expect anything in exchange?

Why have you done it?

Do you think you have to help your team?

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HOW DO I WORK ON
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TEAM SPIRIT TEAMWORK

We have to give our best of for the team.

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TEAMWORK

HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?

2

PROPOSALS FOR THE YOUNGEST ONES:

- Do you think you can do it on your own?
- Can we do it better, faster and easier if we play together or if we each play on our own?
- Do you enjoy playing with your friends?
- How important are your teammates in order to play?
- Is the team affected when a teammate is missing?
- Do we worry about hit/her?
- Will we explain what he/she has missed and what we have done?

PROPOSAL FOR THE OLDEST ONES:

- Do you think you can do it on your own?
- Could it have been better if you had done it together?
- How important are your teammates in the game?
- When a member of the team is not present, does it affect the rest of the team?

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HOW DO I WORK ON THIS VALUE?

5m

RESPONSIBILITY

Through sport we can also promote personal and team responsibility towards sports facilities and equipment.

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RESPONSIBILITY

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HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?

3

PROPOSALS FOR THE YOUNGEST ONES:

Are you careful with equipment?

Do you think you have to help the team?

Is what you do important for your teammates?

And what they do, is it important?

If I do not do what I am supposed to do, do things run smoothly or not?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

Which are your chores?

Do you feel responsible for your victories and your defeats?

Do you think you have to help the team?

.....

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HOW DO I WORK ON
THIS VALUE?

ATTITUDE

COMMITMENT

Commitment is necessary for our team and our surroundings. Things will not work out if we miss training sessions or competitions.

HOW DO I GENERATE SITUATIONS TO WORK ON THIS VALUE?

BY PROVOKING SITUATIONS THAT BRING ABOUT:

- Decision-making and acceptance of consequences
- Challenges and motivations
- Things that are one's responsibility and by raising the awareness that, what depends on oneself is available to anyone.
- Situations where there's nothing one can do, beyond what the teammates are doing.
- Team confidence.
- Joint work and effort.
- Common objectives
- Personal responsibility, which affects the team, and team responsibility

OBJECTIVES

to generate communication + critical discussion + self-assurance and trust in the team + personal and group responsibility + commitment with the team + awareness that there no "I" in teams

KEY WORDS

SELF-ASSUREDNESS,
DECISION, DETERMINATION,
HIGH SPIRITS, STRUGGLE,
EFFORT, GROUP WORK

HOW DO I WORK ON THIS VALUE?



This activity will take 5' during training. Wait until the last minute, when practice ends and the team relaxes with stretching exercises.

COMMITMENT

**WE WANT GOOD SPORTSMANSHIP
WE WANT BETTER HUMAN BEINGS**

HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

Do you think it is important to come to practice?

Why do you come?

Do you like it when you cannot come? Why?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

Are you very busy?

Do you have exams or other commitments?

What do you think when someone doesn't come to train?

Why do you come?

.....

.....

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HOW DO I WORK ON
THIS VALUE?



ACTITUDE PERSEVERANCE

We must persevere in our determination.

We must repeat an exercise time and time again
until we can perform it perfectly.

HOW DO I GENERATE SITUATIONS TO WORK ON THIS VALUE?

BY PROVOKING SITUATIONS THAT BRING ABOUT:

- Decision-making and acceptance of consequences
- Challenges and motivations
- Things that are one's responsibility and by raising the awareness that, what depends on oneself is available to anyone.
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OBJECTIVES

to generate communication
+ critical discussion + self-
assurance and trust in the
team + personal and group
responsibility + commitment
with the team + awareness
that there no "I" in teams

KEY WORDS

SELF-ASSUREDNESS,
DECISION, DETERMINATION,
HIGH SPIRITS, STRUGGLE,
EFFORT, GROUP WORK

HOW DO I WORK ON THIS VALUE?



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PERSEVERANCE

WE WANT GOOD SPORTSMANSHIP
WE WANT BETTER HUMAN BEINGS

HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

What do I do when something does not come out right the first time?

Do I like to see myself improve?

What do we need to do to get better at something?

.....

.....

PROPOSAL FOR THE OLDEST ONES:

Do you think that persistence and determination make us better?

What do we need to do to get better at something?

.....

.....

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HOW DO I WORK ON
THIS VALUE?



ACTITUDE HUMILITY

We must learn to accept victory with humility
and endure defeat with dignity.

HOW DO I GENERATE SITUATIONS TO WORK ON THIS VALUE?

BY PROVOKING SITUATIONS THAT BRING ABOUT:

- Decision-making and acceptance of consequences
- Challenges and motivations
- Things that are one's responsibility and by raising the awareness that, what depends on oneself is available to anyone.
- Situations where there's nothing one can do, beyond what the teammates are doing.
- Team confidence.
- Joint work and effort.
- Common objectives
- Personal responsibility, which affects the team, and team responsibility

OBJECTIVES

to generate communication
+ critical discussion + self-
assurance and trust in the
team + personal and group
responsibility + commitment
with the team + awareness
that there no "I" in teams

KEY WORDS

CERTAINTY, DECISION,
DETERMINATION, COURAGE,
STRUGGLE, WORK, TEAM...

HOW DO I WORK ON THIS VALUE?



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HUMILITAT

**WE WANT GOOD SPORTSMANSHIP
WE WANT BETTER HUMAN BEINGS**

HOW DO I BRING ABOUT THE DISCUSSION? WHAT QUESTIONS CAN I ASK?



PROPOSALS FOR THE YOUNGEST ONES:

How can we improve?

Do teammates help each other to learn and improve?

Can we make it on our own, without effort and persistence?

.....
.....

PROPOSAL FOR THE OLDEST ONES:

How can we improve?

Do adversaries help us improve?

Does a teammate help us improve?

Can you make it on your own, without effort and persistence?

.....

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SANT CUGAT'S ETHICS CODE IN NUMBERS:

City of Sant Cugat del Vallès (Barcelona).

Inhabitants 90.000

Sport entities involved: 16

Athletes: 8.553

Trainers: 545

Male players 54%

Female players 46%

Ages >4 a senior

Sports involved: 15

Rugby, Volleyball, Roller Hockey, Field Hockey, Football, Basketball, Artistic Gymnastics, Handball, Athletics, Trail Running, indoor Football, Synchronised Swimming, Cheerleading, School Activities.

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STRETCH VALUES

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Ajuntament
de SantCugat

