



Creating a Positive Association Culture

1. Establish Clear Values and Expectations

The foundation of a strong culture lies in clear values and expectations. Board Members, evaluators and mentors should define what behaviors, attitudes, and practices are valued in their association, such as respect, hard work, and sportsmanship. Communicate these expectations clearly and consistently to all members. Everyone can be a mentor!

2. Foster Open Constructive Communication

Encourage open, honest communication among members. Create an environment where constructive feedback is welcomed and valued, and where members feel comfortable expressing their thoughts and opinions. This openness can strengthen bonds and resolve conflicts constructively within our organization.

3. Build Unity

Team-building activities, both on and off the field, can enhance member cohesion and camaraderie. Organize events that encourage members to interact in non-competitive settings, fostering friendships and a sense of belonging. A united membership is more likely to support each other and work together towards common goals.

4. Promote a Growth Mindset

Encourage members to adopt a growth mindset, focusing on effort, learning, and resilience rather than just outcomes. Celebrate effort and progress and treat mistakes as learning opportunities. This mindset can motivate members to continuously improve and adapt.

5. Lead by Example

Board members, evaluators and mentors should model the values and behaviors they wish to see in their membership. Demonstrating commitment, positivity, and respect in all interactions sets a powerful example for the association. Leadership by example can inspire members to uphold high standards in their conduct and performance.

6. Encourage Responsibility and Accountability

Empower members to take responsibility for their roles in the association, including their performance, behavior, and contributions to association dynamics. Encourage members to hold themselves and their fellow members accountable in a constructive manner, promoting a sense of ownership over the association's success and culture.

7. Celebrate Successes and Learn from Failures

Recognize and celebrate the association's successes, both big and small, to reinforce positive behaviors and achievements. Equally, when faced with setbacks, focus on the lessons learned and the opportunities for growth. Maintaining a balanced perspective on successes and setbacks can keep the association motivated and focused on continuous improvement.