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unbottled.

November
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IHSAA EXPRESS

Supporting Education Through Activities



10 TIPS

FOR SUPPORTING THE

MENTAL WELL-BEING

OF STUDENTS

WANT TO SUPPORT THE HIGH SCHOOL STUDENTS IN YOUR LIFE?

LET THEM KNOW YOU CARE.

They want someone to invest in them. To make them feel seen and heard. To love them for who they are and who they're becoming. **Be that person.**

Reference these 10 tips before each season and implement the #WeSeeYou culture within your athletic department. You can also distribute them to teachers, principals, superintendents and other school staff.

1. UNDERSTAND THE REAL DEFINITION OF MENTAL HEALTH.

"Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community," per the World Health Organization. It's a spectrum that is less often about extremes or crises and more often about coping with everyday challenges—most of us live in the middle.

2. ACKNOWLEDGE AND CONNECT WITH ALL STUDENTS.

All students—not just the ones who help win championships—want to feel seen by someone who matters to them, like a coach, athletic director or teacher.

3. KEEP IN MIND THAT STUDENTS ARE SEEING LIFE THROUGH A HIGHLIGHT REEL.

Teenagers are "seen" a lot on social media, but are they seen for who they truly are? Be the person who wants to know and support the real them.

4. CREATE A CULTURE WHERE EVERYONE IS LOOKING OUT FOR EACH OTHER.

It is not one sole person's responsibility to check in and see how everyone on the team is doing. We can all play a part in noticing, acknowledging and offering support to one another.

5. REMEMBER YOUR INFLUENCE IS GREATER THAN YOU OFTEN REALIZE.

Far beyond their athletic potential, you can make subtle differences in your students' lives by paying attention to their behavior and who they are as people.

6. DON'T FORGET WE ALL HAVE DIFFERENT CAPACITIES FOR STRESS.

And it can change day to day. Rather than judging the validity of someone else's stressor, consider how many stressors they are juggling at one time and empathize that they may have one too many to handle at once.

7. DETERMINE IF STUDENTS ARE "SORE" OR IF THEY ARE "INJURED."

Like with physical endurance, coping with stress can feel exhausting. But it's important to notice the difference between being "sore" (feeling anxious or down) and being "injured" (a mental health crisis). Help your students work through their "soreness" by developing coping skills to build stamina.

8. OFFER SUPPORT AND GUIDANCE.

While most high school students might not experience a mental health crisis, they are still faced with adversities they have never dealt with before. Remember it's not your job to diagnose or treat; it's your job to offer support and guidance and teach them how to be resilient.

9. ENCOURAGE STUDENTS TO GET MORE SLEEP.

A consistent lack of sleep is directly correlated with lacking the ability to cope with stress properly.

10. CONTINUE SEEKING RESOURCES.

Again, the mental well-being of students is not one sole person's responsibility. Surround yourself with resources to reference and a network of support to turn to.



#WESEEU

Learn more and get free resources on our website:

WeSeeYou.Community

ADMINISTRATION CORNER

DATES TO REMEMBER

10/31-11/2	State Volleyball Tournament
11/2	State Cross Country Meet
11/3	State Swim Seeding Meeting
11/4	1st Girls Basketball Practice
11/4	District V Sportsmanship Symposium
11/5	District VI Sportsmanship Symposium
11/8-9	State Swim Meet
11/11	Veterans Day
11/11	State Football Pictures/Rosters Due
11/12	District IV Sportsmanship Symposium
11/13	District III Sportsmanship Symposium
11/15	1st Boys Basketball Practice
11/18	1st Wrestling Practice
11/19	District I Sportsmanship Symposium
11/20	District II Sportsmanship Symposium
11/22-23	Milk Bowl Championships
11/28	Thanksgiving Day

NOVEMBER CHECKLIST

- ___ Make time for family
- ___ Check basketball/wrestling scoreboard & PA system
- ___ Prepare winter practice schedules for gyms
- ___ Arrange/finalize winter bus schedules
- ___ Review winter event cancellation procedures
- ___ Finalize spring schedules
- ___ Verify winter coaches requirements are met
- ___ Review winter gate procedures with staff
- ___ Confirm basketball and wrestling DragonFly schedule
- ___ Distribute sportsmanship information to coaches/players/parents

THEY SAID IT...



ON PRESSURE:

- Kim "Killer Chick" Campbell, Retired US Airforce

"We do practice emergency scenarios. We talk about the terrible things that could happen. We had talked about battle damage in our pre-brief. I had thought about what I would do in that worst-case scenario.

But we're also taught something very early in our career that really helps us remain calm under pressure and prioritize our actions. It's "aviate, navigate, communicate."

Aviate means we focus on the thing that is most important first, which is flying the airplane. You can't stop flying the airplane.

Then, we navigate. We need to make sure we have a clear path, clear goals and objectives, we know where we're going.

Then, we communicate. We communicate with others if we need help. We communicate with our team to make sure they know the way forward."

Rule 17-2

PRE & POST SEASON REGULATIONS

Only in certain circumstances may school personnel be involved in practice or competition for IHSAA sponsored sports outside the sport season. The regulations listed below are in effect for any program in which students are instructed in the skills and techniques of a specific sport.

- a. Attendance is limited to non-school time.
- b. Participation is strictly voluntary and is open to all high school students that are currently enrolled at the school.
- c. All fees and expenses are provided by the student or his/her parents. No school funds, booster club funds (except those raised by the student and his/her parents for that specific activity/event) or other such funds can be used for entry fees, equipment, uniforms or transportation.
- d. Spectators are admitted without charge.
- e. Award limits and amateur regulations of the IHSAA are followed.
- f. Students cannot be required to attend out-of-season practices, camps or contests.
- g. Sport-specific or athletic classes offered during the regular school day must meet the following criteria:
 1. Must be open to all students.
 2. Must be a class for credit.
 3. If the coach is teaching the class, he/she must be the teacher of record for that class.

17-2-1 Coaching – Certified coaches are defined as any individuals (paid, non-paid, or volunteer as approved by the local school board) who are part of the school's current coaching staff in the following sports; baseball, basketball, cross country, football, golf, soccer, softball, swimming, tennis, track, volleyball, and wrestling.

17-2-2 Rule of 2 – During the school year (outside of the season), any member of a school's coaching staff is prohibited from instructing/coaching more than two students from their high school program at one time. The restriction is only for the sport or activity they coach. Note: Different gender teams are not considered the same sport or activity.

a. Anytime there are more than two students, it is considered an Open Gym/Field/Facility (follow the guidelines in Rule 17-2-3).

17-2-3 Open Gym/Field/Facility -Open Gym/Field/Facility does not violate IHSAA rules if the following conditions are met:

- a. Coaches supervise only. Coaches may NOT instruct/plan/organize/teach or coach.
- b. Coaches are allowed to coach/instruct any number of students on individual skills and development specific to their sport. Maximum of 10 hours per school year.
- c. Sessions do NOT count as required practice time prior to the season.
- d. Scrimmages and/or team competition against anyone that is not enrolled at the school are NOT allowed.
- e. Schools may petition the IHSAA to allow coaches to coach individuals during competitions that are qualifying events.
- f. Participants, coaches and/or schools are NOT covered under IHSAA catastrophic insurance plan.
- g. Administrative approval of Open Gym/Field/Facility hours and weeks is required from the school Principal or Athletic Director.

17-2-4 No-Contact Period The intent of IHSAA no-contact periods is to allow students and teachers/coaches quality time with their families without the pressure of losing a level playing field.

Coaching Limitations

a. Coaches are not allowed to coach students of the school during the following times:

1. Fall No-Contact Period: The 7-consecutive days prior to the fall practice start date listed in the IHSAA calendar.
2. Winter No-Contact Period: The 3-day, consecutive no contact period during the winter break as determined by each school.

***Note:** Winter and spring activity coaches may contact students after the fall no-contact period.

- b. Sport specific activities lead by coaches, captains, volunteers or parents such as practices, retreats, camps, weight room and conditioning/workouts are prohibited during the fall no-contact period.
- c. Meetings with medical professionals, parent meetings, registration, equipment

FALL 2024 STATE CHAMPIONS

STATE FALL GOLF CHAMPIONS GIRLS

STATE FALL GOLF CHAMPIONS BOYS



- 6A**  **ROCKY MOUNTAIN GRIZZLIES**
- 5A** **BISHOP KELLY KNIGHTS**

- 6A**  **BOISE BRAVE**
- 5A** **BISHOP KELLY KNIGHTS**



STATE SOCCER CHAMPIONS GIRLS

STATE SOCCER CHAMPIONS BOYS



- 6A** **ROCKY MOUNTAIN GRIZZLIES** 
- 5A** **POCATELLO THUNDER** 
- 4A** **SUGAR-SALEM DIGGERS** 

- 6A** **BOISE BRAVE** 
- 5A** **VALLIVUE FALCONS** 
- 4A** **WENDELL TROJANS** 

FALL 2024 STATE SPORTSMANSHIP AWARDS

The IHSAA State Sportsmanship Awards are presented to the school in each classification that exhibits the best sportsmanship throughout the State Tournament. Schools are judged on Team, Coach, Administration, Student Section, Cheerleaders, Band, Adult Fans, and Inappropriate Behavior.

CONGRATULATIONS TO EACH SCHOOL AND THEIR COMMUNITIES



GIRLS SOCCER

- 6A** **Madison Bobcats** 
- 5A** **Lewiston Bengals** 
- 4A** **Marsh Valley Eagles** 

BOYS SOCCER

- 6A** **Owyhee Storm** 
- 5A** **Vallivue Falcons** 
- 4A** **McCall-Donnelly Vandals** 



ELEMENTS OF CRITICAL THINKING

Clarity: Make sure you understand the problem and explain your ideas clearly so that everyone understands.

- Use examples or stories to illustrate your point for better clarity.

Accuracy: Check that the information you use is correct to make smart decisions.

- Double-check important details to avoid errors in reasoning.

Precision: Be specific in your thoughts and avoid using unclear language to prevent confusion.

- Break down complex ideas into smaller parts to be more precise in your communication.

Relevance: Focus on what truly matters and ignore unnecessary details for better decision-making.

- Prioritize tasks based on their importance to stay focused on what's relevant.

Depth: Look deeper into information to understand the hidden meanings and complexities.

- Ask "why" multiple times to uncover deeper insights into a problem.

Logic: Use logical reasoning to evaluate arguments and reach valid conclusions.

- Create a step-by-step plan to logically approach and solve a problem.

Significance: Identify the most crucial aspects of a problem and tackle them first.

- Set clear goals to measure the significance of each task in reaching a solution.

Fairness: Keep an open mind, consider different viewpoints and avoid biases in your analysis.

- Seek feedback from others to ensure fairness in your decision-making process.

Creativity: Think creatively to come up with unique solutions and look at problems from new angles.

- Brainstorm with others to gather diverse perspectives and stimulate creative thinking.

"Negative experiences without teaching kills moral!"

- Nick Saban



FIRST
FEDERAL
BANK

Fall 2024 Academic State Champions

GIRLS GOLF

6A	Highland	3.961
5A	Jerome	3.921

BOYS GOLF

6A	Timberline	3.868
5A	Preston	3.882

GIRLS SOCCER

6A	Bishop Kelly	3.868
5A	Twin Falls	3.866
4A/3A/2A	Sugar-Salem	3.918

BOYS SOCCER

6A	Madison	3.608
5A	Century	3.780
4A/3A/2A	Sun Valley	3.540

GIRLS CROSS COUNTRY

6A	Mountain View	3.957
5A	Sandpoint	4.000
4A	Bear Lake	3.980
3A	West Side	3.974
2A	Murtaugh	3.904

BOYS CROSS COUNTRY

6A	Coeur d'Alene	3.977
5A	Skyview	3.895
4A	Bear Lake	3.950
3A	Nampa Christian	3.950
2A	Logos	3.903

VOLLEYBALL

6A	Madison	3.948
5A	Sandpoint	3.810
4A	Bear Lake	3.890
3A	North Fremont	3.889
2A	Oakley	3.897
1A	Grace Lutheran	3.976

FOOTBALL

6A	Timberline	3.570
5A	Bishop Kelly	3.474
4A	Snake River	3.616
3A	Nampa Christian	3.690
2A	Prairie	3.581
1A	Rockland	3.660

GIRLS SWIM

6A	Coeur d'Alene	3.918
5A	Jerome	3.906

BOYS SWIM

6A	Eagle	3.860
5A	Skyline	3.551



KAIZEN

- 1. Improve Everything Continuously:** Always be looking for ways to improve all processes, no matter how small the improvement might seem.
- 2. Abandon Fixed Ideas:** Be open to change and don't hold on to the way things have always been done.
- 3. Accept No Excuses:** Seek to find solutions rather than making excuses for why something can't be done.
- 4. Say No to the Status Quo:** Challenge current states and encourage thinking beyond the present conditions.
- 5. Do it Right Away:** When a problem is identified, take action immediately to solve it, even with a temporary solution to begin with.
- 6. Empower Everyone:** Involve all employees in the process of improvement, giving them the power and confidence to suggest changes.
- 7. Solve Root Problems:** Always look beyond the immediate issue to understand and address the underlying cause.
- 8. Use Creativity Over Capital:** Instead of throwing money at problems, find creative and low-cost solutions.
- 9. View Problems as Opportunities:** Embrace challenges as chances to innovate and grow.
- 10. Be Reflective:** After making changes, take time to assess what worked and what didn't, and learn from both successes and failures.

Green flags in people:

- They celebrate your wins.
- Remember small things about you.
- They respect your boundaries.
- You feel energized after seeing them.
- They listen without being defensive.
- They allow you to be fully yourself.
- They make you feel safe.
- You don't have to watch what you say.
- They support your goals.

Are you a Green Flag Coach?

4 SIGNS OF CULTURE



The most common questions people ask about culture is:

- A) How do you know if you have a good or bad culture?
- B) What are the telltale signs?

Before any culture can take shape, there are fundamental beliefs that need to be addressed and understood.

The **FIRST** is to make everyone understand the difference between loyalty and devotion. When people are loyal, they speak the truth. When people are devoted, they tell you what you want to hear. Great cultures need the truth.

Loyalty



Devotion

The **SECOND**, and perhaps the most important, is to have everyone understand the difference between accountability and responsibility. When we are accountable, we do what we are told. We have a check list of items to perform, we act on those each day without a sense of ownership. When we are responsible, we fix the problem without being told, we are "all-in" with great pride for our work. Assuming responsibility instead of accountability allows cultures to grow.

Responsibility



Accountability

The **THIRD** core principle is to understand the difference between being on the same page and being aligned as an organization. When teams are on the same page, they wait for the results to decide how they want to proceed. If all goes well, we stay together. The first bump in the road, everyone scatters. Their culture is judged culture by wins. Being align means the process dictates the culture. Everyone believes the process is more important than the result. Champions behave like champions before the game is played. Nothing deters organizations that have alignment.

Alignment



Same Page

The **FINAL** important item is there can only be one voice, one messenger, one spokesperson. The messaging must be consistent and match the core principles of the organization. Two different views, two different messages, which indicate an absence of culture.

One Voice



Multiple Messages

Cultures impact humans, meaning they are controlled by human behavior. If a leader doesn't establish these four critical components, the chances of having a great culture are non-existent.

For any outside observer, it's painfully clear to see organizations that have established the four foundational blocks and those that have not.



Positive Approaches for Making Player Cuts

While being cut is most painful for the player who doesn't make the team, making the cut is also difficult for the coach. As a result, some coaches avoid communicating about this topic with players and parents. Coaches should recognize that handling the cut process openly, thoughtfully, and respectfully will provide important life skills and increase the chances that players who are cut stay involved in sports. To make player cuts in a supportive way, coaches can:

- **Set expectations** for tryouts ahead of time. Be clear about the criteria for selection - including physical and intangible characteristics like skill, size, speed, strength, coachability, work ethic, potential, commitment, and complementary skill sets. Knowing the criteria ahead of time helps players feel the process is fair and gives those who don't make the team areas to work on.
- **Meet individually** with each player that is cut. The coach has an important role in helping the player move on and nurturing their desire to continue in sports.
- **Approach these conversations** with empathy. Acknowledge that receiving this information may not be easy and give them space to express their perspective. Listen to understand them and validate their feelings.
- **Emphasize** that being cut is not a judgment of them as a person, but rather an assessment of their fit with the team based on a brief snapshot during the tryouts. Remind them that the picture can, and probably will change as they grow, change, and continue to develop their skills.
- **Provide** the player an assessment of current strengths and areas for growth. Make specific suggestions about steps to get better and encourage them to keep on trying. Avoid comparing the player with others when giving this feedback.
- **Keep the players in mind** if other opportunities to play become available. It is ok for a coach to admit that they regret cutting a player or feel they made a mistake.
- **Connect with parents/caregivers** of cut players to help them understand and encourage them to provide the necessary support their player may need to continue playing - without pressuring. Let them know that, while being cut is painful, it is an opportunity to learn life skills and can help them bounce back from future disappointments.

This resource was developed with PCA Trainer Joe Scally



THE FOUR AGREEMENTS

by Don Miguel Ruiz

Visualization: Julia Malczyk

BE IMPECCABLE WITH YOUR WORD

- Speak with integrity.
- Say only what you mean.
- Avoid using the word to speak against yourself or to gossip about others.
- Use the power of your word in the direction of truth and love.

DON'T TAKE ANYTHING PERSONALLY

- Nothing others do is because of you.
- What others say and do is a projection of their own reality, their own dream.
- When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

DON'T MAKE ASSUMPTIONS

- Find the courage to ask questions and to express what you really want.
- Communicate with others as clearly as you can to avoid misunderstandings, sadness, and drama.
- With just this one agreement, you can completely transform your life.

ALWAYS DO YOUR BEST

- Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick.
- Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse, and regret.



“

When we focus on the competition, we become reactive. When we focus on improving ourselves, we become innovative.

”

SIMON SINEK

CHOCOLATE MILK



THE ATHLETE'S SECRET WEAPON

3 REASONS TO CHOOSE CHOCOLATE MILK

unbottled.

1

Chocolate milk naturally contains the ideal combination of protein and carbohydrates to maximize recovery.

2

Chocolate milk contains all of the essential amino acids needed for muscle growth.

3

Chocolate milk is packed with electrolytes to replenish fluid lost through hard training.

7 CHARACTERISTICS OF GREAT TEAMS

COACH AJ @ MENTAL FITNESS

Commit to each other

People are dedicated to the team's goals and vision. They don't just talk about what they are going to do, they work hard and will themselves together as a team. It means sacrifice and putting ego aside.

Are adaptable

There will always be challenges and great teams know how to adjust when new obstacles arise. They have a resilient and solution-oriented mindset to each challenge that comes their way. They demonstrate flexibility, resilience, and perseverance every day."

Embed Accountability

There is always a sense of ownership, responsibility, and candor. Great teams set the standard of how you perform and hold you to that standard. Everyone embraces it and rises to that standard of performance.

Have a Shared Vision

There is never a question in what your goals and what is your WHY. Everyone is aligned with the team's objectives and purpose. This helps your move in the same direction because it drives unified efforts towards common goals.



Trust each other

They feel confident in each other's abilities and intentions. They are reliable and consistent in their approach while being transparent. They've created an environment for taking risks together.

Have Strong Leadership

Great teams have multiple leaders at all levels. These leaders guide, inspire, and support the team through each day. They set the standard of how you perform and set a clear direction, fostering a positive team culture.

Care for each other

There's a sense of camaraderie and care for everyone. Caring isn't just words, it's a core part of the culture where people want you to succeed, want you to develop, and fight for your future. This strengthens team bonds and collaboration.

Make every
**CALL
COUNT!**

**SIGN UP
TODAY!**



**BECOME
AN OFFICIAL**

They show up
for you.



Be Officially Human

NOTHING OUTPERFORMS INCLUSION!



While we all want our students to succeed today, what's also valuable is ensuring that inclusion is always center stage. When a diverse group of students share one common pursuit, they develop compassion and empathy for their teammates and competitors.

That's the best possible outcome in performing arts—because every team and every student wins!



**PLAY.
PERFORM.
COMPETE.
TOGETHER.**



LEARNING CENTER

NFHSLearn.com



IMPLICIT BIAS

Implicit biases are the automatic reactions we have toward other people based on our past learning and expectations.

Studies show that Implicit Bias affects the experiences of students in school athletic and activity programs. The NFHS has partnered with Project Implicit to bring you this course, Implicit Bias.

Studies support that there is a relationship between implicit bias and real-world behavior, which highlights the importance of being aware of and managing your bias.

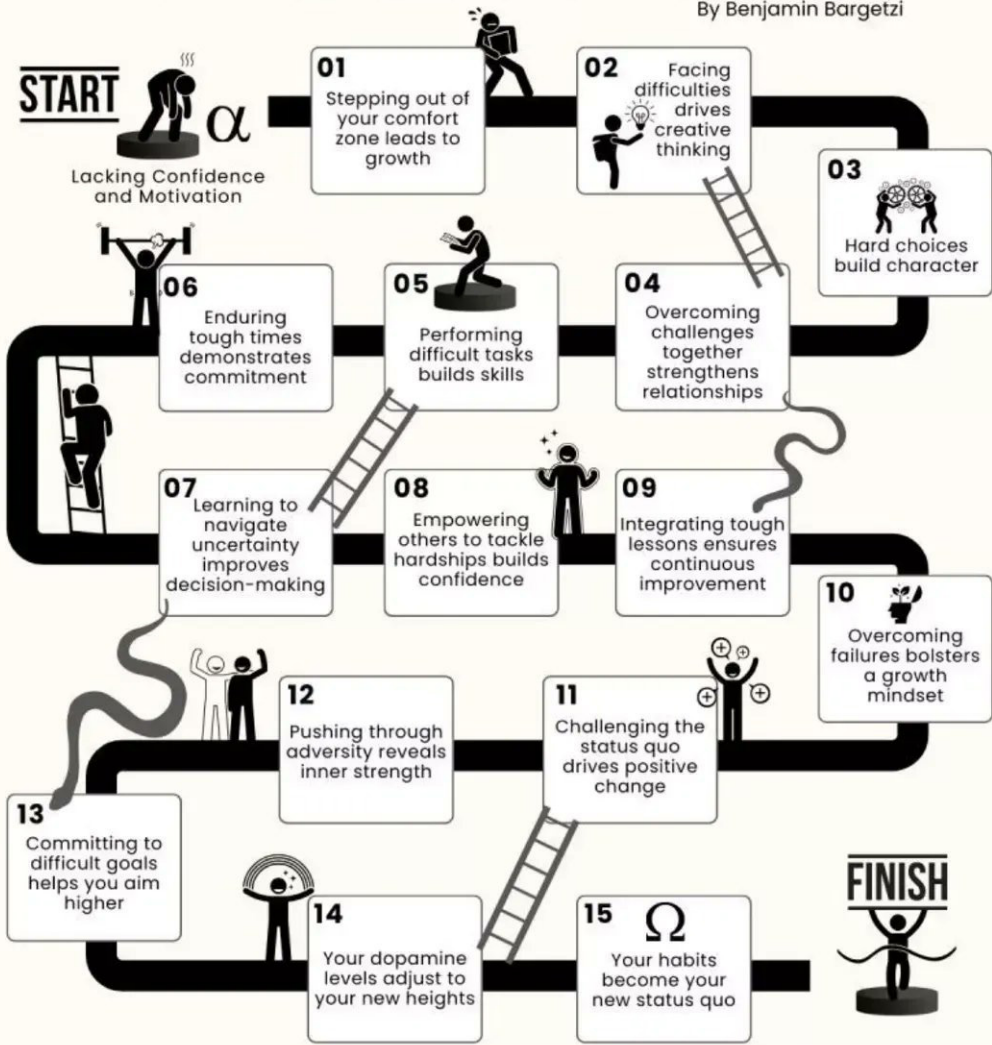
This course defines and illustrates examples of Implicit Bias and provides research on how it impacts our society.

Start Learning

Click here

WHY IT'S IMPORTANT TO DO HARD THINGS

By Benjamin Bargetzi



Be the future. Stay vape, chew, and smoke free.

Visit **ProjectFilter.org** to learn more.



MY LIFE MY QUIT



Book of the Month Leadership in Coaching Visual Memo

BASED ON THE INTERNATIONAL BESTSELLER
MORE THAN 1.6 MILLION COPIES SOLD

EAT THAT FROG! ACTION WORKBOOK

21 GREAT WAYS TO
STOP PROCRASTINATING
AND GET MORE DONE IN LESS TIME



BRIAN TRACY

There's an old saying that if the first thing you do each morning is eat a live frog, you'll have the satisfaction of knowing you're done with the worst thing you'll have to do all day. For Brian Tracy, eating a frog is a metaphor for tackling your most challenging task—but also the one that can have the greatest positive impact on your life.

Eat That Frog! shows you how to organize each day so you can zero in on these critical tasks and accomplish them efficiently and effectively. The core of what is vital to effective time management is: decision, discipline, and determination. This workbook puts the ideas of the original book into action. By following the same twenty-one-chapter format as the book, each chapter includes exercises for you to reflect on your own habits. You'll also learn through the experience of a narrative character who is struggling with procrastination in her work and home life and uses Eat That Frog! to improve her time management performance.


EAT THAT FROG! BRIAN TRACY

21 GREAT WAYS TO STOP PROCRASTINATING AND GET MORE DONE IN LESS TIME


1 DEFINE YOUR PURPOSE

 Determine exactly what you want. Get it all down on paper.

2 PLAN EVERY DAY

 Day 1 Order your goals. From essential to non-essential.

3 80/20 RULE

 20% of the tasks generate 80% of the results. Focus on the 20%

4 THINK LONG TERM

 Improves short-term decision making. Think 5, 10 and 20 years ahead.


5 PRACTICE CREATIVE PROCRASTINATION

 Postpone ordinary activities. Get rid of unimportant activities.


6 ABCDE METHOD

 Make a priority list. Only move on from a task after finishing the one above.

7 FOCUS ON KEY RESULT AREAS

 What skills do I need to develop and perform well to make a big positive impact on my career?

8 THE LAW OF THREE

 Focus on 3 tasks a day. What are the 3 most important career goals? family? finance? health?


9 PREPARE THOROUGHLY

 Make your workspace comfortable, organized and clean.


10 ONE STEP AT A TIME

 List the steps you need to take to reach your goals. Concentrate on the current step.


11 UPGRADE YOUR KEY SKILLS

 Continuous learning is the basic resource for success in any field. Become an expert.


12 IDENTIFY YOUR KEY CONSTRAINTS

 The limiting factor will determine the pace and quality of your work. Find a solution.

13 PUT THE PRESSURE ON YOURSELF

 Turn work into a game. Set a deadline and run after it.

14 MOTIVATE YOURSELF INTO ACTION

 Have a positive mindset. Focus on the solution, not the problems.


15 TECHNOLOGY IS A TERRIBLE MASTER

 Turn off your computer and cell phone for 1 hour. Do a digital detox

16 TECHNOLOGY IS A WONDERFUL SERVANT

 Disable notifications, put on airplane mode. Stop being a slave to social media.


17 FOCUS YOUR ATTENTION

 Check email only 2X a day. Focus on the most important activity.

18 SLICE AND DICE THE TASK

 Swiss cheese technique: Divide into 5min intervals. Slicing Technique: Divide the project and do 1 part at a time.

19 CREATE LARGE CHUNKS OF TIME

 30, 60 or 90 minutes without distractions.

20 DEVELOP A SENSE OF URGENCY

 Focus on Action. Repeat for yourself: "DO IT NOW!"

21 SINGLE HANDLE EVERY TASK

Start with the highest priority task and stick with it until you finish.

START WITH THE BIGGEST, HARDEST, AND MOST IMPORTANT TASK FIRST.



“Integrity is what you do when no one is watching; it’s always doing the right thing, even when it may work to your disadvantage. Integrity is keeping your word. Integrity is that internal compass and rudder that directs you to where you know you should go when everything around you is pulling you in a different direction. Some people think reputation is the same as integrity, but they are two different things. Your reputation is the public perception of your integrity. Because it’s someone’s opinion of you, it may or may not be accurate. Others determine your reputation, but only you determine your integrity.”

- Coach Tony Dungy, Uncommon