



2008

**18th NACACTFCA
INTERNATIONAL
ATHLETIC
CONGRESS**

SPRINT TRAINING

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Track & Field

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Dennis Shaver

Coaching Experience

- ◆ Hutchinson Community College (Assist/Head Coach) (2/2 Years)
 - Hutchinson, KS
- ◆ Barton County Community College (Head Coach) (6 Years)
 - Hill outside Great Bend, KS
- ◆ Auburn University (Assistant Coach) (4 Years)
 - Auburn, AL
- ◆ Louisiana State University (Assistant Coach-W Sp., M-W Hurdles) (9 Years)
 - Baton Rouge, LA
- ◆ Louisiana State University (Head Coach) (5 Years)
 - Men's and Women's Track and Field
 - ◆ Sprints
 - 100
 - 200
 - 400
 - ◆ Hurdles
 - 100/110
 - 400
 - ◆ Relays
 - 4x100
 - 4x200
 - 4x400
 - Shuttle Hurdle
 - Sprint Medley



Training and Philosophy

- ◆ USATF Coaches Education Program
- ◆ Gary Winckler
- ◆ Dr. Ralph Mann
- ◆ Vern Gambetta
- ◆ Boo Schexnayder
- ◆ Clyde Hart
- ◆ Cliff Rovelto
- ◆ Amy Deem
- ◆ Curtis Frye
- ◆ Pat Henry
- ◆ Marvin Gibson
- ◆ Rick McGuire
- ◆ Dan Pfaff
- ◆ Vince Anderson
- ◆ Rahn Sheffield
- ◆ Debbie Parris-Thymes
- ◆ Tony Veney
- ◆ Others
- ◆ All Athletes I have Coached

Training Design Consideration

- ✦ Coordination
- ✦ Acceleration
- ✦ Speed
- ✦ Mechanics
 - Front Side
- ✦ Strength
- ✦ Power
- ✦ Flexibility
- ✦ Psychological
- ✦ Endurance



Coordination

- ✦ Sprinting and Hurdling is a learned SKILL
- ✦ Requires precise movements at high rates of speed



Speed

- ✦ Closely linked with coordination
- ✦ The ability to move the body or parts of the body at high rates of speed;
- ✦ To express power through those movements



Strength / Power

- ◆ The ability to overcome inertia
- ◆ Qualities primarily responsible
 - Maximal strength
 - Elastic strength











Flexibility

- ✦ Good sprinters and hurdlers possess good degrees of flexibility in the hips and ankles
- ✦ Increased flexibility allows for decreased muscle resistance and easier movement throughout the range of motion (dynamic flexibility)

Dynamic Flexibility Exercises

✦ Series A:

- Head rotation
- Trunk rotation
- Lead leg pick up (R-L)
- Trail leg pick up (R-L)
- Front eagle
- Back eagle



Dynamic Flexibility Exercises

✦ Series B:

- Inverted scissors
- Inverted bicycle
- Inverted crossovers
- Wide outs



Dynamic Flexibility Exercises

✦ Series C:

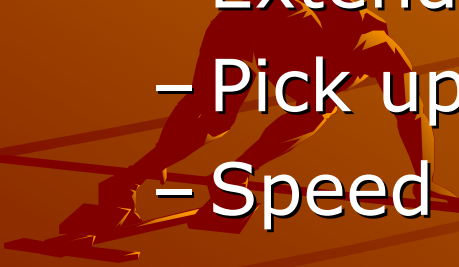
- Hurdle seat exchange
- Leg swings (R-L)
- Leg swings (F-B)
- Trail leg rotations (R-L)



Dynamic Flexibility Exercises

✦ **Series D:**

- Hip risers
- Fire hydrant
- Extenders
- Pick ups
- Speed skate



Dynamic Flexibility Exercises

✦ Series E:

- Lunge Rebounds (Forward/Backward)
- Alternating Lateral Lunges (Side to Side)
- Torso Extensions (Alternating arm & leg movement)
- Lying Thigh Raises (L/R)
- Adductor/Inside leg lifts (L/R)
- Reverse Leg Lifts (L/R)
- Reverse Double Leg Lifts



Dynamic Flexibility Exercises

◆ Series F:

- Walking extended lunges (3-5 on each leg w/open hip stretch)
- Cartwheels (8 each)
- Walking Toy Soldiers (8 each)
- Walking Knee Squeeze (8 each)
- Walking Stork Stretches



Psychological

- ✦ Common psychological traits include
 - High self image
 - Aggressive attitude
 - Confidence in competition
 - Relaxed in pressure situations



Speed

- ✦ The ability to move a body or it's parts through a given range of motion in the least time.
 - Speed must not influence technical efficiency but add to it.
 - Improved speed will not always improve performance unless it is expressed within the confines of good technique.

Speed

✦ Acceleration: The rate of speed increase



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Straight Leg Bounds

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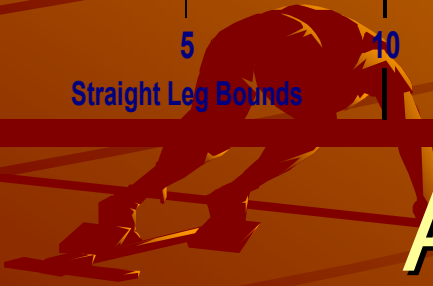
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Acceleration Drill Set Up



Training Considerations

✦ Start

– Alternate front leg position in all acceleration work

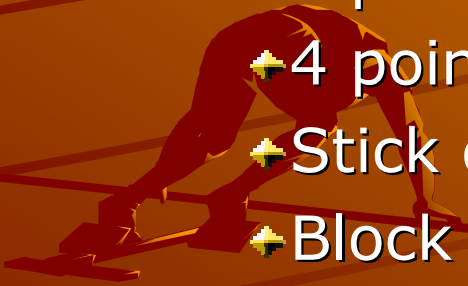
✦ Standing

✦ 3 point

✦ 4 point

✦ Stick drill

✦ Block work



Speed

- ✦ Absolute Speed: defined as maximal velocity attainable. This quality should not be confused with acceleration. Absolute speed training activities involve attaining and maintaining maximal velocities for short periods of time



Strength

- ✦ The ability to apply force
 - Power = force x velocity
 - Strength must be understood in terms of power for sprinting and hurdling



Types of Strength

◆ Absolute Strength (high force)

- The ability to produce great force in a static or dynamic sense. Speed of movement is not a concern in absolute strength exercises.
- Absolute strength qualities greatly determine one's ability to hold postural alignment under stress and impact and are an inherent and contributing part of all other strength qualities needed in movement.
- In sprint and hurdle events, absolute strength is best evaluated in the form of relative strength capabilities (force produced per unit of bodyweight).
- Most absolute strength training activities involve high resistances

Types of Strength

◆ General Strength

- Defined as the ability to overcome the resistance of one's own body.
- General strength training activities involve no external loading, using bodyweight as the sole load.



Types of Strength

- ✦ Elastic Strength (high velocity and force)
 - Defined as the ability to produce force using the stretch reflex and the stretch shortening cycle.
 - ✦ Training programs must consider development of this quality to be a priority.
 - ✦ Most elastic strength training involves plyometric and/or multi-jump activities.



Elastic Energy Utilization

- ◆ Forces produced via elastic energy have little energy cost



Types of Strength

◆ Strength Endurance

- Defined as the ability to sustain force production.
- Strength endurance is normally a concern in stabilizing and postural muscle groups, which must be able to remain effective throughout the course of the event.



Means and Methods of Strength Training

- ◆ Weight Training
- ◆ General Strength
- ◆ Multi-Throws
- ◆ Medicine Ball Routines
- ◆ Multi-Jumps
- ◆ Special Strength Activities
- ◆ Every activity we do makes us stronger


Weight Training

- ◆ Olympic Lifts
- ◆ Static Lifts
- ◆ Ballistic Lifts
- ◆ Bodybuilding Lifts



Weight Training

◆ Olympic Lifts

- Competitive lifts such as the clean, snatch, and jerk. Also included in this group are similar or related movements such as various types of pulls.
 - Olympic lifts are a major muscle group oriented activity.
 - Olympic lifts develop absolute strength, power, and coordination.
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Weight Training

◆ Static Lifts

- Traditional weight lifting exercises involving major muscle groups.
- Most squatting and pressing movements fit into this category.
- Characteristically involve high resistances and low speeds of movement.
- Static lifts are a primary tool for absolute strength development, and enhance postural qualities and anchoring ability when technique and loading are appropriate



Weight Training

◆ Ballistic Lifts

- Fast, repeated, and weighted movements, usually involving elastic qualities.
- Examples of these lifts would be repeated presses, repeated jerks, or all types of loaded jumps.
- These lifts enhance power, elastic strength, and absolute strength, but more importantly greatly resemble the demands of competition.



Weight Training

◆ Bodybuilding Lifts

- Traditional and special weightlifting exercises performed in higher repetition/lower resistance/short recovery formats.



General Strength Exercises

- ✦ Exercises that involve no external loading.
 - Bodyweight serves as the only loading agent.
 - General strength exercises improve coordination, body control, and active flexibility. They also can be used to improve muscular strength and strength endurance.



General Strength Exercises

◆ Categories of General Strength

– Calisthenics

- ◆ Gross body movements that often they involve body positions that create resistance or challenge ranges of motion. They are typically performed in circuit fashion. Traditional exercises such as pushups, dips, situps, and squats, fall into this category. This type of work is commonly used to develop energy system and endocrine fitness.

– Abdominal/Spinal Work

- ◆ Callisthenic exercises designed to address these areas.
- ◆ Because of the importance of this body region to performance, most training systems address this area separately from the above.



General Strength Exercises

◆ Categories of General Strength

– Stabilization Routines

- ◆ Develop the ability to stabilize joints and gross muscle groups during activity.
- ◆ These muscle groups must possess enough strength endurance to function throughout the course of the event.
- ◆ Often these exercises require joints or body parts to remain stationary under circumstances of loading or instability. At other times they may require very slow, uniform movements of body parts.
- ◆ Improvement of balance often results from this type of work. Pilates, the Green gymnastic ball series and traditional calisthenics performed in a slow format fall into this category.



General Strength Exercises

✦ Categories of General Strength

– Connective Tissue/Fascia Routines

✦ Exercises that create great tension in the connective tissue, under conditions of very slow movement. These also address muscle tissue as well, and help to improve flexibility and muscular strength and endurance.

✦ Examples of this type of work are duck walks, squat walks, and many of traditional rehabilitation exercises that challenge range of motion in a forceful way

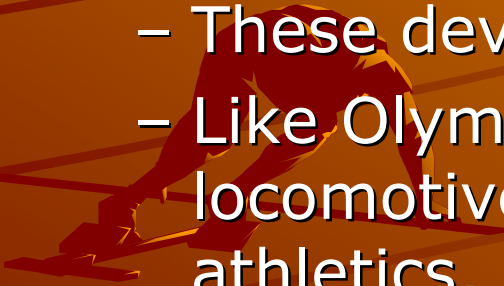


Medicine Ball Routines

- ◆ Medicine Ball Routines include various exercises using the medicine ball as loading.
 - Examples include various catch/throw combinations, abdominal and spinal exercises with the medicine ball, and callisthenic type exercises using the ball as a light load.
 - ◆ These exercises are usually performed in circuit fashion.
 - ◆ Produces many of the same benefits of general strength work.
 - ◆ Exercises can be chosen to activate and educate small muscle groups and enhance the efficiency of large muscle groups.
 - ◆ Can serve as a primary strength training modality for young athletes, and a primary recovery modality for older athletes.
 - ◆ Can be used to enhance postural strength and the body's ability to withstand impact by catching the thrown ball

Multi-Throw Routines

- ◆ Multi-throw Routines are high intensity throws, performed from various positions, using a shot or relatively heavy medicine ball as a load.
 - Examples would include overhead back throws, underhand forward throws, rotational throws, and throws from the lunge position.
 - These develop power and coordination.
 - Like Olympic lifts, they require muscle stabilization and locomotive activity that is very similar to what we see in athletics, and thus are very specific to performance.
 - They are typically used when a low risk power/coordination activity is required.



Multi-Jump Routines

- ✦ Multi-jumps are jumping activities that develop elastic strength. They are highly specific to the jumping events, so they serve as an important special strength and technical development tool as well.



Multi-Jump Routines

✦ We can group multi-jumps into the four categories

– Short Jumps

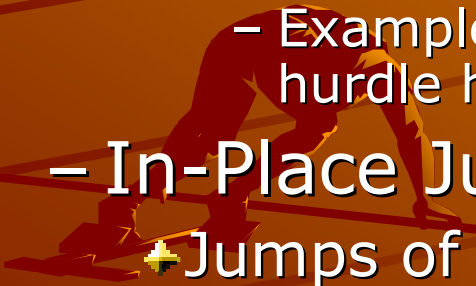
✦ Simple jumps of low to medium intensity, with displacement, and specific technical demand. Normally we see 1-5 contacts per set.

– Examples would be standing long jumps, standing triple jumps, or hurdle hops.

– In-Place Jumps

✦ Jumps of low to medium intensity without displacement.

– Examples would include tuck jumps, lunge jumps, squat jumps, and rotational jumps. Normally we find 8-20 contacts per set, and a total of 150-300 contacts per session. These are often done in circuit fashion.



Multi-Jump Routines

✦ Extended Bounds

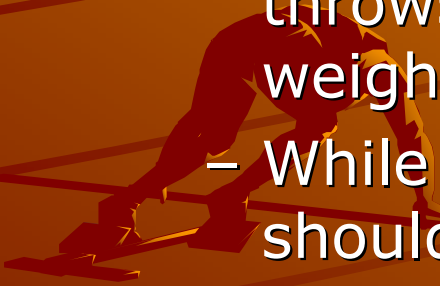
- Jumps performed over significant distances, exhibiting displacement and specific technical demand.
 - ✦ Examples include single leg hops, alternate bounds, straight leg bounds, and extended hurdle hops. These are medium to high intensity exercises, and are typically performed over distances.

✦ Depth Jumps

- Rebounding efforts performed after a fall from some elevated surface. The height of the elevated surface dictates the intensity of the exercise, and most depth jumps are of relatively high intensity.
 - ✦ Examples would be a fall from a box with a rebound onto another box, into a hurdle hop, or into a standing long jump.

Special Strength Exercises

- ◆ Special Strength Exercises are exercises that technically mimic the competitive movement to a great degree, performed under loads.
 - Examples include long jumps or sprints performed while wearing a weighted vest, resisted runs, throws using heavy implements, or specialized weightlifting exercises.
 - While special strength exercises have value, we should not consider them a substitute for other types of strength development.



Strength Program Design

- ✦ Design the strength program to support and enhance the overall objective of training.
 - Do not design the strength program in isolation. (This is the most common error)



Endurance

✦ General Endurance

- The capacity to perform an activity involving many muscle groups and systems for a prolonged period

✦ Specific Endurance

- Anaerobic work to develop endurance at intensities specific to the performance intensity of the event.

General Endurance Example

- ✦ Extensive Tempo Running is run training designed to improve aerobic power and anaerobic capacity.
 - These runs are normally done at approximately 70-80% intensity, with recoveries of 2-3 minutes.
 - Runs normally range from 100-200 meters. Workout constructs often include various combinations of sets and repetitions



Specific Endurance

- ✦ Specific Endurance is only one aspect of sprint performance
 - Cannot be viewed in isolation
 - Improvements come as a result of improvements in sprint technique, strength, and power

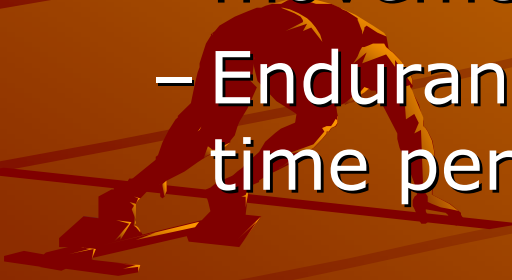


What is Specific Endurance?

- ✦ Many terms have been employed to describe the quality of Specific Endurance
 - Speed Endurance
 - Intensive Tempo (Lactacid Capacity)
 - Special Endurance I (Lactacid Power)
 - Special Endurance II (Lactacid Tolerance)

Speed Endurance

- ✦ A combination of two major biomotor abilities
 - Speed: the ability to apply high speed of movement to a body or body part.
 - Endurance: the ability to apply force for long time periods.



Means and Methods of Speed Endurance

✦ Short Speed Endurance

– Alactic power and capacity.....greater speed emphasis

✦ e.g.: 4x4x60m [3-4', 6-8']

– Glycolytic power and capacity....greater speed emphasis working in higher state of fatigue

✦ e.g.: 4x4x60m [60-90", 4-6']

✦ Long Speed Endurance

– Lactacid power and capacity

Intensive Tempo (Lactacid Capacity)

- ✦ Intensity: 80-89%
- ✦ Length of runs: > 80m
- ✦ Recoveries: 30 seconds to 6 minutes
- ✦ Volume: Generally 800m-2400m.
 - Follow objectives of training session keeping in mind that when mechanics fail, the quality of speed endurance running will not be enhanced.

Special Endurance (Lactacid Power)

- ✦ Intensity: 90%+
- ✦ Length of runs: 80m-600m
- ✦ Recoveries: 8 minutes +
- ✦ Volume: Generally 400-1000m.
 - Follow objectives of training session keeping in mind that when mechanics fail, the quality of speed endurance running will not be enhanced.

Speed vs. Endurance

✦ Which is most important?

- There are no hard and fast answers
- Better performance is the result of the artistic application of all training
- Never view training of any ability in isolation.

✦ Speed effects endurance

✦ Strength effects speed and endurance

✦ Mobility effects speed, coordination...



Some principles of Specific Endurance

- ✦ Speed should precede Endurance in the session
- ✦ Speed should precede Endurance in the microcycle
- ✦ Speed and Endurance should be developed together in the macrocycle

Goal of Specific Endurance

- ✦ To prepare the athlete to perform the race distance at the highest possible speed.
- ✦ To prepare the athlete to perform the race distance at the highest possible speed over several days (rounds of competition).



Speed and Endurance exercise

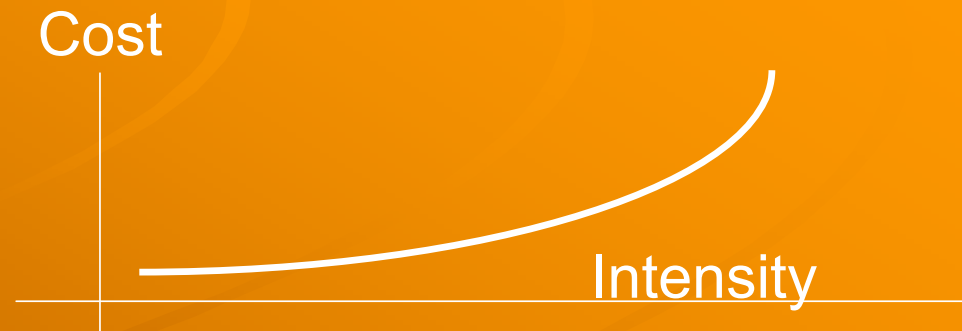
Zones of Energy Requirement

Zone	Duration of Work	Level of Intensity	System Producing the Energy for Work	% of Energy System Anaerobic/Aerobic	
1	1-15 seconds	Up to one's limits	ATP-CP	95-100	5-0
2	15-60 seconds	Maximal	ATP-CP + LA	80-90	20-10
3	1-6 minutes	Sub-maximal	LA + Aerobic	70-40	30-60
4	6-30 minutes	Medium	Aerobic	40-10	60-90
5	Over 30 minutes	Low	Aerobic	5	95



Work Intensity

- As work intensity increases, the energy cost of that work grows exponentially



- The decrease of energy cost for work done below maximal intensity follows the same exponential trend



The Anaerobic Process

- ✦ In long sprinting and hurdling we are interested most in the ATP-CP + LA system.
 - 15-60 seconds duration
- ✦ Efficiency is our interest
 - Improving capacity of the system
 - Improving power of the system

Conclusions regarding Specific Endurance

- ✦ By working at sub-maximal intensities we save energy and utilize fewer muscle fibers.
 - Allows the athlete to keep active only a percentage of the muscle fibers, consuming fewer phosphates.
- ✦ It thus becomes important to stress training methods aimed at improving the power and capacity of the process so the athlete can improve their performance and still work at a rate that is sub-maximal.

The Specific Endurance Training Process

- ◆ The basic ingredient must always be maximal speed
 - The higher the level of max speed, the faster will be the athlete's velocity when performing sub-maximally
- ◆ As speed is improved, the ability to endure that speed at sub-maximal levels must be trained concurrently. (Speed Endurance developed concurrently with Speed)



Progression in speed and endurance training

- ✦ Develop sound sprinting mechanics
 - The basis for improving speed endurance
- ✦ Introduce runs at higher intensities over short distances
- ✦ Develop speed over increasing distances
- ✦ Introduce sub-maximal runs over distances of increasing length (50m, 60m, ..., 120m, 150m)
 - Only allow athlete to run as far as their technique will allow.

PLANNING TRAINING - ENERGY SYSTEM



ENERGY SYSTEM TRAINING BREAKDOWN FOR SPRINT AND HURDLE EVENTS

Terminology	Length of Run	Component	Energy System	% of Predicted Performance	Rest Interval Between Reps/Sets	Daily Volume Ranges 100/200/ 110/100mH	Daily Volume Ranges 400/400mH
ABSOLUTE SPEED	20-80m	Speed (s) Anaerobic power	Anaerobic Alactic	90-95% 95 - 100%	3-5 / 6-8 min 3-5 / 6-8 min	300-800m 300-500m	300-900m 300-600m
SPEED ENDURANCE	50-80m	Alactic Short Speed End. (ASSE)	Anaerobic Alactic	90 - 95% 95 - 100%	1-2 / 5-7 min 2-3 / 7-10 min	300-800m 300-800m	600-1200m 600-1200m
SPEED ENDURANCE	80m	Glycolytic Short Speed End. (GSSE)	Anaerobic Glycolyte	90 - 95% 95 - 100%	1 / 3 min 1 / 4 min	300-800m 300-800m	600-1200m 600-1200m
SPEED ENDURANCE	0-150m	Speed Endurance (SE)	Anaerobic Glycolyte	90 - 95% 95 - 100%	5 - 6 min 6 - 10 min	300-900m 300-600m	400-1000m 400-800m
SPECIAL ENDURANCE I	150-300m	Long Speed Endurance (LSE)	Anaerobic Glycolyte	90 - 95% 95 - 100%	10 - 12 min 12 - 15 min	600-900m 300-900m	600-1200m 300-1000m
SPECIAL ENDURANCE II	300-600m	Lactic Tolerance (LAT)	Lactic Acid Tolerance	90 - 95% 95 - 100%	15 - 20 min Full	300-600m 300-600m	900-1200m 300-900m
INTENSIVE TEMPO	100-600m	Anaerobic Capacity (ANC)	Mixed: Aerobic Anaerobic	80 - 89%	30s - 5 / 3-10 min	800-1800m	1000-2800m
EXTENSIVE TEMPO	200-800m 100-200m	Aerobic Capacity (AC)	Aerobic Aerobic	40 - 79% 60 - 79%	45 - 2 min 30s / 2-3 min	1400-2500m 1400-1800m	2400-4000m 1800-3000m
CONTINUOUS TEMPO	1600-6400m	Aerobic (AC)	Aerobic	40 - 60%	Heart Rate 130-150	1600-3200m	3200-6400m

Practical Coaching Experience

- ✦ Develop speed and speed endurance concurrently
 - Intensity is not maximal but rather sub-maximal



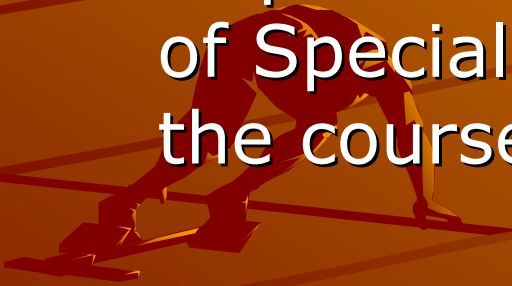
Practical Coaching Experience

✦ Implement in Training Plan

- Intensive Tempo runs (Lactacid Capacity) **before** Special Endurance (Lactacid Power) in the macrocycle
- A system must have a capacity in order to express it's power
 - ✦ Intensive Tempo runs: 80-90% intensity, recoveries incomplete
 - ✦ Special Endurance runs: 95%+ intensity, recoveries complete.

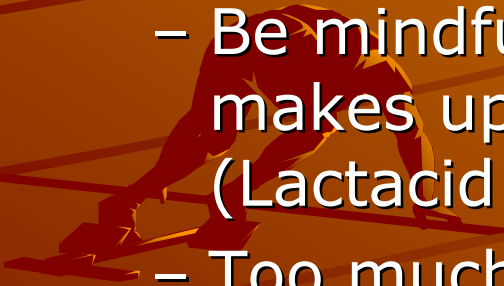
Practical Coaching Experience

- ◆ Maintain Intensive Tempo work (Lactacid Capacity) throughout the macrocycle
 - Aids in controlling the peaking process
 - Important to aid in the **continued** improvement of Special Endurance (Lactacid power) through the course of the year.



Practical Coaching Experience

- ✦ Use Special Endurance (Lactacid Power) work to prepare the athlete for competition.
 - Usually work in this area peaks in the late Special Preparation period.
 - Be mindful in the competitive period, competition makes up all or part of the Special Endurance (Lactacid Power) work.
 - Too much volume of this training will lead to “over-training.”



Speed Endurance Through the Year



Training priorities follow a basic yet simple principle.

- ✦ Use drills and exercises designed to call into play the same muscles and forces to be used in the actual event.
- ✦ Speeds to be used which are at **least** 90% of race speed.



Special Preparation

◆ Intensive Tempo (Lactacid Capacity)

- 85-90% intensity runs
 - ◆ Sets of 3-4 runs with recoveries of 5-6'
 - ◆ Breakdowns: e.g. 500, 400, 300, 200, 100
- Density of application: 1 time in 7 days

◆ Short Speed Endurance

- Utilize to bridge between Capacity and Power maintaining technical integrity

◆ Special Endurance (Lactacid Power)

- Middle to late in period
- Progress from 1-2 runs to 3-4 runs per session
- Density of application: 1 time in 7-10 days

Competition Period

✦ Intensive Tempo (Lactacid Capacity)

- 85-90% intensity runs

 - ✦ Sets of 3-4 runs with recoveries of 5-6'

- Density of application: 1 time in 7 days

✦ Special Endurance (Lactacid Power)

- Progress from 1-2 runs to 3-4 runs per session

- Density of application: 1 time in 7-10 days depending on density of competition

Performance Efficiency

✦ High levels of speed endurance are indicated by:

– 200m:

- ✦ Difference of 1 second or less in 1st and 2nd halves of race
- ✦ 1st 100m run at 95-96% of best 100m
- ✦ 2nd 100m run at 98-99% of best 100m

– 400m:

- ✦ Difference of 2.5 seconds or less in 1st and 2nd halves of race
- ✦ 1st 200m run at velocity equal to best 200m plus 1-1.2 seconds
- ✦ 2nd 200m run at velocity equal to 1st 200m plus 2-3 seconds

Sprint Workout Target Chart



100m Training Distances

✦ General Prep:

- 10-40m Power
- 150-300m Capacity

✦ Special Prep:

- 50-80m Power
- 150-250m Capacity

✦ Competition

- 80-120m Power
- 150-250m Capacity



200m Training Distances

✦ General Prep:

- 10-40m Power
- 150-300m Capacity

✦ Special Prep:

- 60-180m Power
- 150-250m Capacity

✦ Competition

- 120-180m Power
- 150-300m Capacity



400m Training Distances

✦ General Prep:

- 30-80m Power
- 150-500m Capacity

✦ Special Prep:

- 60-300m Power
- 150-500m Capacity

✦ Competition

- 120-350m Power
- 150-500m Capacity



Developing Training Means

- ✦ Establish main categories of exercises
- ✦ Organize exercises into training modules
 - Modules lend well to addressing themes and present a balanced stimulus



Race Distribution

- ✦ Metabolic requirements for 100m, 200m, and 400m are markedly different
- ✦ Intensity
 - Degree of effort vs % of one's best effort
 - ✦ E.g.: 400m best = 48.50
 - ✦ 90% intensity = $(48.50 \times 100) / 90 = 53.88$
- ✦ Fatigue
 - Not only due to metabolic means
 - CNS fatigue may in some cases be more significant



Race Distribution

- ✦ Important to avoid neuromuscular breakdown and energy depletion too early in race



100m

- ✦ Use acceleration to reach maximum controllable speed in 4-7 seconds as opposed to achieving maximum speed in 3-4 seconds
- ✦ Relaxation important to maintain technique over course of race



200m

- ✦ Take advantage of ATP stores by using maximal acceleration during first 40-60m.
- ✦ Vary intensity of effort to promote relaxation and technical execution.
 - Controls the onset of CNS fatigue



400m

✦ Race distribution factors

- Best Race Distance
- Muscle fiber type



Best Race Distance

- ✦ Where the athlete demonstrates the highest performance level
 - Metabolic and neuromuscular fatigue are most manageable
 - Distance athlete is psychologically most comfortable



Best Race Distance Examples

◆ BRD=200m

– PR=24.20

◆ First 200m of 400m = $24.20 + 1.2'' = 25.50$

◆ 2nd 200m of 400m = $25.50 + 3.0'' = 28.50$

◆ 400m time = 54.00

◆ BRD=400m

– PR=54.00

◆ First 200m of 400m = $(54.00/2) - 1 = 26.00$

◆ 2nd 200m of 400m = $26.00 + 2 = 28.00$

◆ Means best 200m time = $26.00 - 1.2 = 24.80$

WHEN COACHING AND THEY ARE
NOT CATCHING ON TO YOUR
TEACHING

HOW DO YOU HANDLE ON THE JOB
STRESS

