

POWER

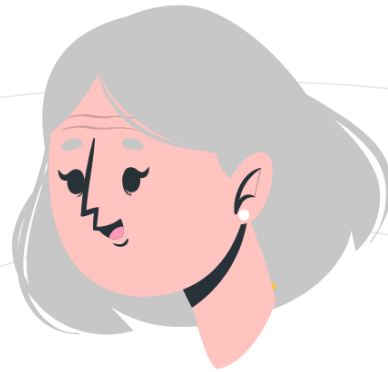


abusive

Example

Annika, cycling:

The club president, a former professional athlete and "womaniser", harasses the young female cyclists. It is now said that he is having a sexual "relationship" with 15-year-old cyclist, Annika.



exploitative

Example

Andrea, pentathlon:

Andrea, a 15-year-old athlete, puts a lot of effort into her training. As she is doing well, the association manages to obtain plenty of sponsorship money. The association officials receive a big bonus. The association's head of finance comments: "You can earn some extra money from me. I have a nice holiday cottage where we could make ourselves comfortable. You're athletic and sexy."



violent

Example

Helena, disabled sports camp:

Helena needs help to move around as she has a disability. Each time, a carer grabs her on the breast, vagina and bottom. Helena initially thinks this was an accident. But when her carer forcibly gives her a deep kiss, she knows that the other assaults cannot be written off so easily.



bullying

Example

Leo, swimming:

Leo occasionally «forgets» his swimming trunks and gets home much too quickly after training. Eventually he doesn't want to go at all. When talking to him, it's clear that he has been bullied at the swimming club for months: the other boys call him a «faggot» or change his name to «Leonie». The one time Leo complains, the person in charge says: «There's no place for sensitive souls in swimming».



disabling

Example

Antonietta, chess:

An organisation member talks to a 25-year-old chess player in a wheelchair as if she were a child, even though she's an adult. When the organisation is deciding who will come on a chess weekend, this organisation member steps in and the organisation decides: «She's not coming with us, it's too much effort bringing her along».



manipulative

Example

Nando, football:

After deliberate outside interference (he's been promised a future position), the coach is willing to help the opposing team by deliberately using weaker players or by giving instructions during the game that would weaken his own team. Nando, a strong player, is surprised to be left on the substitutes' bench for the whole match.



oppressive

Example

Carol, cheerleaders:

The children line up and must walk in a precise line, in lockstep and at the choreographer's command. The choreographer gives loud military-style orders. The children regularly cry during training, as the threatening tone scares them. Carol loses her enthusiasm and feels small and oppressed.



sexist

Example

Rachel, darts:

The sports commentator says that women – including the talented Rachel – could beat their male colleagues at darts in the world championships by picking the right outfit. He claims that more sex appeal will boost their chances, because men won't be able to concentrate.

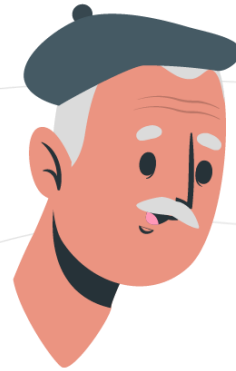


threatening

Example

Mike, motorcycling:

Young athlete Mike lives for motorcycling. He's always cautious and focused when taking corners. The club manager, known for his quick temper, takes every opportunity to remind everyone he's investing lots of money in making «young sports talents!» successful. After Mike has a bad run, he angrily shouts: «Just give it some gas in the corners!» He even threatens to throw Mark out of the club.



disparaging

Example

Jan, lacrosse:

The club doctor Jan is badly paid. The club's response is: «Other doctors would do the job if you're not prepared to do it.» Jan passes this attitude on to the athletes, by saying: «You're nothing special.» He does this at every medical checkup he has with the athletes.



arrogant

Example

Manon, golf:

After the training session, the head coach calls Manon over. Manon's expecting another telling off – and gets one. The head coach accuses Manon of sabotaging her leadership style. «You aren't in charge here, I am! If I tell you to do something without explaining it first, I always have a good reason. I expect you to obey!»

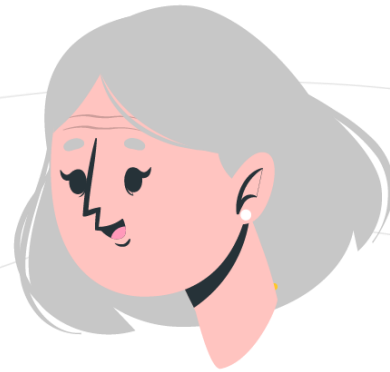


controlling

Example

Dean, biathlon:

The director of the sports school also dictates what athletes do outside of training. She is always hovering around, and even controls what the athletes eat. Dean feels hemmed in and is very homesick.

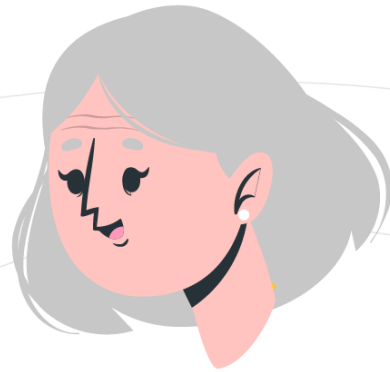


narcissistic

Example

Eike, tug of war:

One coach is very domineering. She always takes credit for group wins and boasts that once again, she's saved the team. At sporting events, she takes centre stage and pushes everyone else into the background. If she's criticised or the team loses, she loses her temper and doesn't speak to the athletes for days, especially Eike, who she holds particularly responsible.



patronising

Example

Hannah, ballet:

Creative director bans Hannah, an adult athlete, from doing any other sports as there is too much of a risk of having an accident. This includes cycling. This is difficult for the athlete, she gets around by bike.



submissive

Example

Andraina, riding:

Andraina, a 15-year-old rider, has strict parents. Her colleagues always go out after training. Every time Andraina goes, she hears her parents' voice in her head, saying: «Don't distract yourself with unnecessary things. Focus on sport. During the season, sport is the only thing that matters..».



empowering

Example

Achmed, bowling:

The club explicitly also welcomes young people from migrant backgrounds. Achmed is new and enthusiastic, and also translates important information into his native language so that other people from his home country feel similarly included.

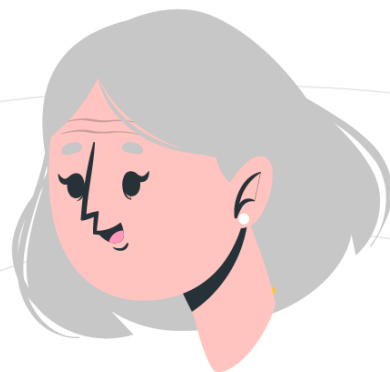


equal opportunities

Example

Andrea, hang gliding:

The association uses job sharing at management level to ensure greater flexibility. This also helps lots of young mothers and fathers to combine their family activities with a leadership role and work part-time. Andrea's expecting her second child and is still very motivated, but also very happy about the flexible working time model.



participatory

Example

Gina, sailing:

The whole team wants different genders to be equally represented at the club. As there are a few men who have held the same board roles for years and are reluctant to give them up, this prompts constructive discussion. The club decides to introduce term limits. Gina is already interested in getting actively involved, so joins her chosen department.

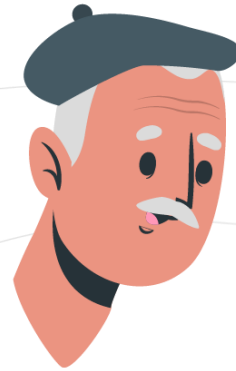


responsible

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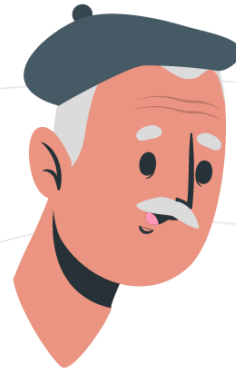


transparent

Example

Timéo, rugby:

The club has worked in a participatory way to create a code of conduct for delicate situations in relationships of power and dependence. The code is discussed frequently by the team to ensure safety, e.g. in determining proximity and distance. Timéo is a new coach and values the culture of openness, as he feels uncertain and is worried about falling under general suspicion as a man.

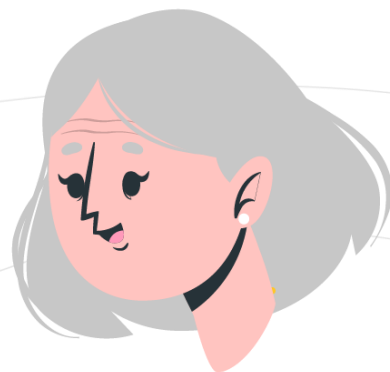


humble

Example

Allesio, tennis:

Although the coach has had a distinguished career, he shapes every athlete's hand when they arrive at the training session and asks them how they are doing. He supports everyone and is also constantly learning from his athletes. He never overhypes himself, despite his success. He's very self-effacing.

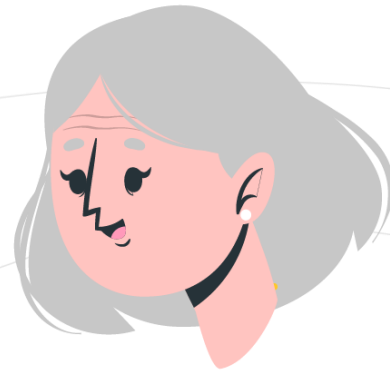


local

Example

Norin, umbrella organisation:

Some of the umbrella organisation's funds can go to various projects so that associations can make more of their own decisions. Norin, the head of the umbrella organisation, suggests promoting collaborative projects between associations as a particular priority.



restrained

Example

Ashi, umbrella organisation:

Thanks to internal training about climate strategy, the team is increasingly aware of its power and its responsibility towards nature and future generations. The umbrella organisation therefore decides to reduce the number of journeys taken by plane for sporting events: many places are also accessible by train, and the time spent in the first-class section can be used for work. CEO Ashi opts to do the same, and only occasionally takes flights. She also stops taking short-haul flights entirely.



careless

Example

Hakim, mountain tours:

The tour leader discusses the tour with the participants during preparations. He fails to tell them that part of the tour goes up an iron ladder and that it will be a problem if they're afraid of heights. Hakim is on his first tour and is a bit afraid of heights.

He's too scared to climb the ladder, and the tour leader only just manages to persuade him to try. The whole group nearly has to turn back.



chaotic

Example

Lilou, sports day:

After sports day, the field looks like a battleground with fast food packages, crisp bags and drinks cans are strewn everywhere. This chaos is left for the venue owner to deal with.



thoughtless

Example

Lia, skiing:

Sparse snowfall means that the slopes have to be covered in artificial snow, which has a major impact on the natural environment. Young athlete Lia is involved in a youth climate organisation and can no longer relate to her own sport, even though she loves skiing more than anything. This makes things hard for her.



unclear

Example

Hannes, Swiss wrestling:

Hannes wasn't selected for the competition. He's very disappointed, as he thought he had a good chance and was getting the right signals from his coach. The selection criteria are extremely vague, so he doesn't understand at all why he isn't allowed to compete. Hannes loses motivation.

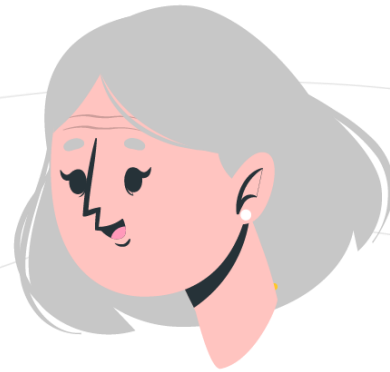


arbitrary

Example

Jerome, rowing:

Jerome and other athletes have had enough of rowing. They think that selection is arbitrary, the criteria aren't transparent at all, the head coach and club wheel and deal, and decisions are not clearly made. Jerome does not make it into the four-man boat that qualifies for the Olympic Games. Lots of people talk about unfair and opaque decisions.



dependent

Example

Jana, tennis:

A sport massage therapist relies on the athlete's success, as the club has said that she will only keep their job if this success happens – so she's very stressed and thinks about ways to further improve Jana's performance.



precarious

Example

Mia, triathlon:

Competitive sport stakeholders have invested a lot in athlete Zeno. He qualifies for the world championships and trains very hard, so physiotherapist Mia focuses on Zeno and drops other clients. Zeno has a surprise accident and has to take an extended break, so Mia loses her job and isn't covered by labour law.



influenced

Example

Lilly, cross-country skiing:

The coaching staff are accused of helping the athletes to get hold of doping drugs and even giving the athletes prohibited substances, including growth hormones, testosterone and human serum albumin. An athlete, Lilly, bowed to pressure, but was still getting poor results.

She doesn't even know where she really stands in terms of performance.



disregarding

Example

Florian, tug of war:

The entire team's health details are communicated in the team chat without being censored. Florian complains that his personal rights have been flouted and that this is a breach of data privacy law. He is correct. However, he is then reprimanded and labelled as difficult.



powerless

Example

Nico, handball:

Coach Nico is made redundant at a moment's notice. No reason's given and there's no proper discussion. When he asks why, the club president tells him that he doesn't like the coach's critical style. However, this criticism has never been mentioned before when the employee and his boss have talked. The coach has a family and is worried about the future.

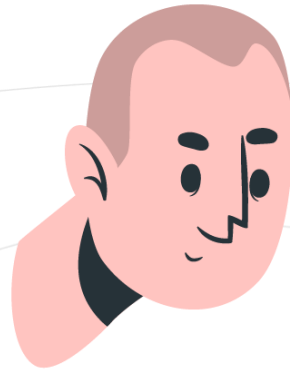


briable

Example

Jasmin, diving:

An athlete achieves a very high score in a competition. The coaches from the other club are annoyed and amazed. They do not feel that it was deserved. They say that the judge was probably not looking properly. The referee and the athlete's coach also know each other personally. Someone close to the club talks about bribery because he witnessed money being handed over before the competition.



corrupt

Example

Ron, football:

The referee works with four players to fix a game as they want to win a bet. There's a lot of money at stake. The four decide to play badly on purpose and let the opposing team win. The rest of the team, including ambitious Ron, don't know anything about this.

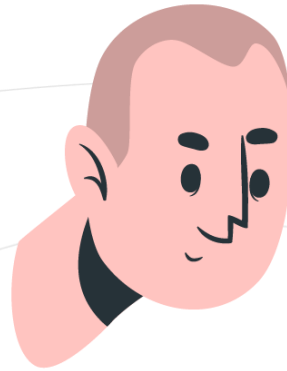


defamatory

Example

Ousmane, boules:

A rumour is circulating at the club that Ousmane stole money from the cashbox. Ousmane is a migrant from the asylum centre. He offers enthusiastic help at the club house, which the president does not like as he is unhappy with the asylum centre being in the area. When asked, it becomes clear that the cashbox is only 10 francs short and that the president started the rumour without any evidence. The president argues: «Nip it in the bud!»



illegal

Example

Rolf, fencing:

Rolf took a doping test and failed. The association leadership a statement to minimise and downplay this: «Banned substances are everywhere, not just in fencing.»

IDEALS



embarrassing

Example

Ira, swimming:

Ira knows that some swimmers are made to walk up and down the 14 steps in the public arena for twenty minutes after the weigh-in if they weigh too much. There are also comments like: «Oh no, you're so unfit. You won't get anywhere with that bum». Some even get a slap on the bottom.



extreme

Example

Madelaina, cross-country skiing:

Extremely thin athlete Madelaina comes third in a cross-country skiing competition. Her nutritionist says: «Just imagine, if you were even lighter, you'd have won.» They discuss Madelaina losing another couple of kilos, despite her already being hugely underweight. Madelaina takes laxatives to lose the weight.



intimidating

Example

Sandra, artistic swimming:

The group's practising holding their breath by swimming 50 m under water without coming up. If a swimmer comes up too early, the whole group has to start again as a punishment and to intimidate them into not doing it again. Sandra's scared of this exercise: she doesn't want to be blamed, and she also recently fainted under water.



sacrosanct

Example

Bente, track and field:

The club doctor tells Bente: «Competing at the Olympic Games is the ultimate goal and everyone tries there hardest to get there». Although he knows that Bente has heart problems, he thinks you need to «gamble everything» to compete in the Olympics. Bente doesn't feel well, but this is a once-in-a-lifetime opportunity. The Olympics are more important than anything.



inhumane

Example

Kay, artistic swimming:

The children are measured individually by the coach to see who has particular potential. They particularly focus on distance between their stretched heel and the ground, and the length of their neck. Kay unfortunately has a short neck, so cries for hours and feels powerless. She thinks it's unfair that this stops her getting a talent card.



obsessive

Example

Adamin, ski jumping:

Underweight Adamin weighs himself daily and follows extreme diets. He trains obsessively. He hears a tip from other team members that he can stay even fitter by using a sauna suit. He starts weighing himself three times a day and ups his time spent training. The trainer supports him and wants to know his weight every day.



threatening

Example

Mike, motorcycling:

Young athlete Mike lives for motorcycling. He's always cautious and focused when taking corners. The club manager, known for his quick temper, takes every opportunity to remind everyone he's investing lots of money in making «young sports talents!» successful. After Mike has a bad run, he angrily shouts: «Just give it some gas in the corners!» He even threatens to throw Mark out of the club.



diet-controlling

Example

Maximillian, ju jitsu:

In the summer, Maximillian was put on a diet so he could start the season in a different weight class. He sticks it out – but with a few episodes of massive binge eating. He still loses weight, so nutritionist is delighted and showers him with compliments.



malnourished

Example

Henrice, sport climbing:

During dinner at the training camp, Henrice pushes a few grains of rice onto her fork, pretends to eat them and lets them drop onto the napkin instead. Various people see this and talk about Henrice's eating behind her back, but no-one reacts. Henrice is extremely underweight. After the camp, the club members find out that shortly afterwards, she was admitted to a clinic for eating disorders and tube-fed. Everyone's shocked that no-one at the club realised how bad things were.



possessive

Example

Anne-Sophie, trampoline:

9-year-old Sophie receives a talent card. However, the card requires additional training sessions. This is very difficult to fit in, as Sophie has other hobbies. The youth coach says: «There can't be anything you wouldn't happily give up for sport!»



body-critical

Example

Miranda, acrobatic cycling:

Psychotherapist tells nine-year-old Miranda that she weighs too much. She starts feeling «very fat» and wants to lose weight. She stops eating sweet things. If she treats herself to a dessert, she cries afterwards and feels guilty.



destructive

Example

Sam, orienteering:

As the saying goes, you have to train hard to succeed. Given this, Sam doesn't dare admit that his hip's been hurting since his last orienteering session. He powers through to the end of the session. Unfortunately, the pain's still there the next week. When he visits the doctor, he finds out why: he has transient synovitis. The doctor tells him that the inflammation's already severe.



dismissive

Example

Chloé, freeride:

Chloé has a tumble in the pipe. Her shoulders and back hurt. The coach tells Chloé that she's definitely fine and should just continue training: crashes are part of everyday life and anyone who can't accept that isn't cut out for this sport.



perfect

Example

Franziska, dancesport:

The dancers are invited to perform at a show. There's a wide range of ages in the group. Just before the show, Franziska – an older dancer – is told to stand at the back so as not to spoil the «perfect look».



sport-fixated

Example

Kimuna, track and field:

15-year-old Kimuna's lovesick and tells her family that her mental coach said if she wants to be successful, she needs to break off her relationship so she can focus better on sport.



accepting

Example

Benja, pole vault:

Ups and downs in people's performance are accepted and viewed as normal at the club. Ups and downs relating to periods can be discussed if athletes want, but this is optional – because no-one has to tell other people intimate information like this. Benja is happy she gets to decide whether she discusses women-specific topics with the team.



diverse

Example

Aisha, boxing:

A girl from a migrant background starts boxing in secret. She's worried that her family will ban her from taking part. Her secret comes out after she has a few successes. Her family have reservations, but after seeing her training, they get on board with the idea. Their only condition is that she keeps boxing wearing a headscarf. Everyone's delighted about Aisha's success, regardless of the headscarf.



healthy

Example

Ramon, wrestling:

Some athletes starve themselves to lose up to three kilos just before competitions and drop a lower weight class to improve their chances of winning, which can lead to eating disorders. To prevent this, competing in a higher weight class is encouraged, and is even a requirement for some athletes. This club's efforts are promoting healthy eating behaviour.



holistic

Example

Himo, curling:

The association promotes dual careers. As well as dual careers, coaches also think it's important that athletes have a generally balanced workload. This means that dual careers shouldn't be at the expense of self-care and shouldn't be twice as hard.

Himo also needs time for his non-sporting friends.



human

Example

Philippe, judo:

Philippe has a weakness – his shoulders. The coach uses creative methods to support him so that he'll still achieve his individual goals. Other parts of the body can be used to compensate and still successfully perform throws.

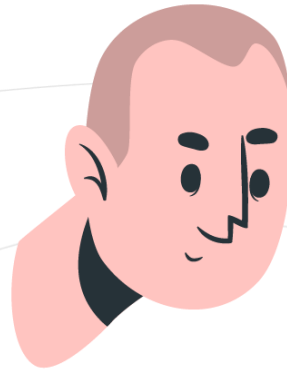


nurturing

Example

Massimo, running:

The running team is a group of adults of various ages. The huge range of running styles is particularly noticeable. The coach never comments on people's running style, or tries to tweak it. She lets everyone run however they want. This means the athletes are doing very well. Massimo is flourishing.

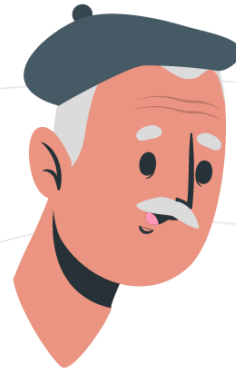


clichéd

Example

Tony, American football:

In American football, masculinity means two things: a real man is big, muscular and tough, and he can take it and dish it out. Making jokes is a part of this, especially «blonde jokes». Tony has blond hair and feels increasingly uncomfortable.



discouraging

Example

Mika, swimming:

The 40-year-old former swimmer finally has time to swim again and wants to enter another competition. His younger team colleagues tell him he's too old to perform well, and suggest that he doesn't.



one-sided

Example

Helen, ice hockey:

Teenager Helen has relied on her hockey talent for many years. Her coach, her parents, and her club have always encouraged her to give her all. She's betting everything on being a «pro player». At the age of 18, she is deselected and told that she should play for a lower-ranked club. Her world falls apart.



stereotyped

Example

Lionel, handball:

The club uses language that reinforces stereotypes. For example, throwing a ball off-target is called «throwing like a girl». Lionel often misses the target so is particularly nervous about his throws.



belittling

Example

Lea, rhythmic gymnastics:

The female gymnasts all have to be «little girls» with their tight-fitting dresses, pigtails and permanent smiles. They try to stay childlike and girly for as long as possible, regardless of biological changes. Lea reaches puberty early and is annoyed that her appearance no longer seems to fit this ideal.



stigmatising

Example

Suleyman, freediving:

Suleyman reveals that he's suffering from a mental illness, namely depression. His contract isn't extended and he loses sponsorship money – as if mental illness doesn't go with elite sport.



rejected

Example

Andrin, volleyball:

Andrin's growing slowly. The club management says that despite his talent, he'll be deselected if he doesn't have a growth spurt soon. He becomes increasingly aggressive and starts to cut himself. He is also constantly Googling ways to speed up his growth.



discriminatory

Example

Airin, gymnastics club:

Airin is a young trans man. He wants to compete in the male group at the friendly tournament. The coach rants loudly about «gender ideology», which leaves Airin feeling bad. When Airin drops the ball, he shouts: «See, you just can't deal with that much manpower.»



homophobic

Example

Kaya, fistball:

The coach publicly says: «My team have to be real men. I won't have gays on my team, and I'll only play against them if I have to. I can recognise a gay style of play within ten seconds.» Kaya is homosexual, but isn't out, and is shocked at this homophobic attitude.



racist

Example

Aldo, ice hockey:

A journalist is annoyed his favourite team hasn't won, so calls goalie Aldo a «banana picker» and uses the «n word» to insult him.



defamatory

Example

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PROXIMITY



abusive

Example

Annika, cycling:

The club president, a former professional athlete and "womaniser", harasses the young female cyclists. It is now said that he is having a sexual "relationship" with 15-year-old cyclist, Annika.



criminal

Example

Ginevra, speed skating:

The 16-year-old athlete has been trained by the same coach since she was nine.

After her 16th birthday, her coach switches from encouraging comments to penetrating looks and hand-holding, giving her lots of secret kisses (including with tongue), and more.



defamatory

Example

Manfred, field hockey:

Manfred talks to the club manager, who always has time with him, and confidentially confides that he has previously had relationship issues and almost got into trouble with the law. The club manager then tells the whole coaching team and adds that they should be careful of him. The story quickly spreads around the village. It is soon rumoured that Manfred previously sexually assaulted someone.

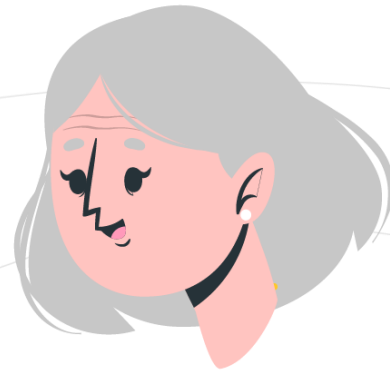


embarrassing

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Ira, swimming:

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exploitative

Example

Andrea, pentathlon:

Andrea, a 15-year-old athlete, puts a lot of effort into her training. As she is doing well, the association manages to obtain plenty of sponsorship money. The association officials receive a big bonus. The association's head of finance comments: "You can earn some extra money from me. I have a nice holiday cottage where we could make ourselves comfortable. You're athletic and sexy."



harassing

Example

Medea, fencing:

The (45-year-old) association head finds the young new coach Medea (aged 25) extremely attractive. He compliments her on her body shape and charm – and repeatedly invites her to his house for a "candlelit dinner followed by a romantic evening". Medea is uncomfortable with this. She feels harassed at her place of work.



invasive

Example

Stefano, futsal:

A supervisor asks shy 17-year-old Stefano what he knows about sexuality – and talks unreservedly about her "first time". As it is nearly the weekend, she books a double room with Stefano and says: "It's time you became a man". Sex takes place at the weekend. Stefano is overwhelmed by what the supervisor has done.



violent

Example

Helena, disabled sports camp:

Helena needs help to move around as she has a disability. Each time, a carer grabs her on the breast, vagina and bottom. Helena initially thinks this was an accident. But when her carer forcibly gives her a deep kiss, she knows that the other assaults cannot be written off so easily.



biased

Example

Reza, mountain bike:

The association receives a complaint from Reza. He states that he was sexually harassed in the workplace. The contact person is friends with the accused and proposes a lineup. She also says: «I've known the accused for years. Nothing like this has ever happened before and I'm sticking my neck out for him here.»



intrusive

Example

Raphaella, floorball:

The coach offers athletes neck massages in the common room. He offers one to athlete Raphaella to «relieve tension before the competition». He also suggests continuing things back in his hotel room.



non-autonomous

Example

Jan, tennis:

The players always have to ask permission to go to the toilet or have a drink. For the toilet, the coach generally agrees. For drinking, it depends on their mood. Eating anything is out of the question, even for the youngest. Jan suffers.



sexist

Example

Rachel, darts:

The sports commentator says that women – including the talented Rachel – could beat their male colleagues at darts in the world championships by picking the right outfit. He claims that more sex appeal will boost their chances, because men won't be able to concentrate.



sexualised

Example

Harry, baseball:

Harry tells another team member about his new girlfriend, and the friend says: «You're so fat that you can't even see your nuts. How will you satisfy your girlfriend?» Everyone laughs, so he hadds: «Here, practice with the ball!» He strokes the football, thrusting and making groaning noises.



ambiguous

Example

Ralph, freeride:

The club sponsor invites the coaches to her luxurious apartment. Most of them decline, but Ralph is uncomfortable with it and brings it up at the coaches' meeting. During discussions, it becomes clear that the sponsor (who is female) only invites the male coaches. The women have never received an invitation.



claustrophobic

Example

Maria, gymnastics club:

11-year-old Maria suddenly appears at the groundskeeper's door at the weekend. He invites her into his home and shows her around. He stands «too close» to her when he shows her the bedroom. Maria was even allowed to use the jacuzzi in the groundskeeper's garden after that.



disrespectful

Example

Louis, quadball:

The coach has a standard ritual with the group: after every win, she hugs all of the players. Most people seem OK with this. Louis doesn't want to and says: «Listen, I don't like hugs». The coach still hugs him after the next match and ignores his protests.



indiscreet

Example

Nils, unicycle hockey:

The physiotherapist asks Nils about his life. She's interested in what he likes for food, leisure time, friends and particularly his taste in women. She also asks about his love life. Her questions get increasingly indiscreet, so Nils stops the physiotherapy session early.



inappropriate

Example

Agostino, school sports camp:

At the training camp, children are allowed to watch videos on the sofa in the leaders' room. One evening, two children sleep over on the sofa as they're too tired to go back to their own beds. A leader sleeps in the bed in the other corner. The club leadership are informed of this by Agostino's concerned father after the camp.



irritating

Example

Lara, sliding:

An assistant leans over 13-year-old Lara from behind to explain a task to her, briefly touching her breast.

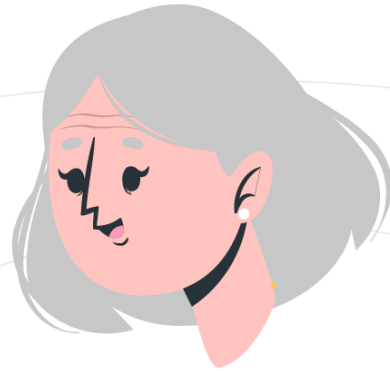


spontaneous

Example

Emily, track and field:

15-year-old Emily's crying because she's still doing badly. The coach, a father of several children and a warm man, gives Emily a fatherly hug and strokes her head. On the way home, he's not sure if he was too reactive and impulsive.



unclear about roles

Example

Mona, tennis:

The coach has a private events agency and is constantly suggesting that the children should join educational adventure weekends at an additional cost. Mona's father says thank you, but notes: «Offering these weekends makes the coach's role unclear. We don't like it».



unprofessional

Example

Kuno, squash:

The young assistant physiotherapist (aged 24) is bombarded with social media requests after the training camp. She accepts them all and comments on lots of images with «Nice!», «Wow!» and so on.



caring

Example

Milena, high diving:

Ten-year-old Milena hits her knee on the side of the pool and cries. The coach comforts her and gets bandages to treat the wound.



clear about roles

Example

Simone, school swimming:

The children are taking an unusually long time in the cloakroom and shower. The swimming supervisor hears Simone sobbing loudly in the cloakroom. She knocks on the door, calls out to her, and then goes into the cloakroom to see what's going on.



empathetic

Example

Fabienne, table tennis:

Fabienne, 18, is unfocused – she's got relationship issues. Fabienne's mental coach asks her what is wrong, and she explains. The coach listens, and then asks what might make her feel better. The pair decide to go for a walk in the fresh air.



professional

Example

Jules, climbing:

The coach tells the children about each individual safety measure and why they are important. She discusses the fact that there could be physical contact and that this might be uncomfortable. She also encourages the children to tell her if they ever feel uncomfortable. Jules wants to learn even more about safety techniques.



respectful

Example

Diego, football:

Eight-year-old Diego is a big fan of the coach. After the holidays, he's delighted to see the coach again and runs to him to give him a hug. The coach is taken by surprise, but quickly extricates himself from the hug and instead puts out his hand to Diego: «Hey, give me a high five!» The mother is standing nearby and smiles.

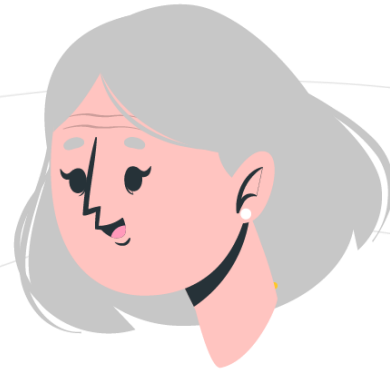


tactful

Example

Lisa, youth association:

12-year-old Lisa has a crush on the 18-year-old camp leader and writes him a love letter after the camp. The leader thanks her and tells her that he values her openness and honesty but that he already has a girlfriend. He also says that as a leader and adult, he's clearly too old for her, and he's still her leader. Lisa's happy to get this explanation back. She meets 13-year-old Tim shortly after.

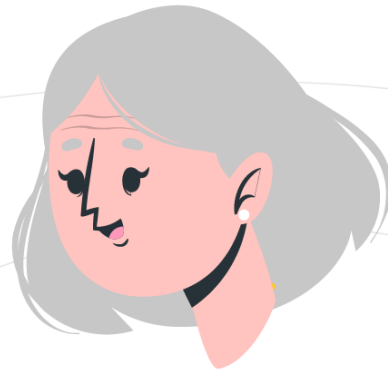


distanced

Example

Rita, club official:

Sports official Rita is told she may not be able to restart her job with reduced working hours after her leave, as they are only planning for 60% working time or higher. She wants to work at 50% after her maternity leave to give her have more time with her children. Her employer isn't interested in helping.



distant

Example

Helga, wushu:

The new coach is very distant compared with her predecessor and doesn't really have personal chats with the athletes. However, she is very focused during training and offers excellent ideas. She gives useful feedback, but there's still a distant atmosphere.



replaceable

Example

Fanny, volleyball:

The new young talent manager establishes a rule: «Make a mistake on the field and you'll be replaced». No-one knows yet if this will actually be put into practice.



hostile

Example

Tim, badminton:

Eight-year-old Tim doesn't want to participate in an exercise because he feels uncomfortable. He sits at the edge and watches, which makes the groups unequal and his group loses. The children from his group are angry and report him after the training session.



indifferent

Example

Stefanie, snowboard:

Stefanie, a ten-year-old girl, misses the penultimate gate in the giant slalom race and is disqualified. She cries at the finish line but no-one comforts her. She's still sat on the ground, alone, half an hour later.



ostracising

Example

Mandy, cricket:

Mandy's ignored and shunned by her entire peer group, who all gossip about her behind her back. The club team doesn't do anything to fix this poor group atmosphere, as everyone thinks that Mandy doesn't fit in the group anyway.

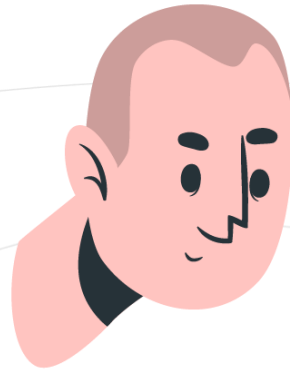


overlooked

Example

Simone, school swimming:

The children are taking an unusually long time in the cloakroom and shower. The swimming supervisor hears Simone sobbing loudly in the cloakroom. She knocks on the door, calls out to her, and then goes into the cloakroom to see what's going on.



unempathetic

Example

Laura, cycling:

Laura's at university and has lots of examinations, huge family pressures, mental issues and little money. The head coach doesn't make any allowances and doesn't care at all her stressful life. He's got no real interest in people.



cold

Example

Maria, water skiing:

12-year-old Maria has gastroenteritis and vomits in front of the changing room just after training. The coach doesn't look after her but instead leaves her alone, as the training session «is over». Maria whimpers in the changing room and is worried she won't manage to get home as she feels so bad. Fortunately, a supervisor finds her and immediately contacts her mother.



ignoring

Example

Nathan, taekwondo:

One trainer barely pays any attention to athlete Nathan. He doesn't say hello, takes no interest, and never replies. Information is also systematically withheld from Nathan. The trainer treats him as if he weren't there and still hasn't bothered to learn his name after a year. Nathan gets up the courage to ask why – but doesn't get an answer.



disregarding

Example

Florian, tug of war:

The entire team's health details are communicated in the team chat without being censored. Florian complains that his personal rights have been flouted and that this is a breach of data privacy law. He is correct. However, he is then reprimanded and labelled as difficult.



grossly negligent

Example

Maël, school swimming:

Children are largely left to their own devices in the cloakroom. A few children tell teachers that Maël (aged eight) is being harassed by a high school student in the cloakroom and that the two of them are playing «sex games» in the two-person changing room. The teachers don't respond, saying they can't investigate «every rumour».



PRESSURE



embarrassing

Example

Ira, swimming:

Ira knows that some swimmers are made to walk up and down the 14 steps in the public arena for twenty minutes after the weigh-in if they weigh too much. There are also comments like: «Oh no, you're so unfit. You won't get anywhere with that bum». Some even get a slap on the bottom.



extreme

Example

Madelaina, cross-country skiing:

Extremely thin athlete Madelaina comes third in a cross-country skiing competition. Her nutritionist says: «Just imagine, if you were even lighter, you'd have won.» They discuss Madelaina losing another couple of kilos, despite her already being hugely underweight. Madelaina takes laxatives to lose the weight.



manipulated

Example

Liv, soccer:

Liv has been an active soccer player for years and is known for her penalty kicks. One day she receives an anonymous message: «If you miss the penalty at your next home game, I'll help you make it to the top league.» Liv is torn. At the next home game, everyone is disappointed and angry when her shot misses and they lose the game. A short time later, the suspected match-fixing becomes public knowledge. Liv and other players in the team are very worried.



excessive

Example

Carla, walking:

The athletes spend several hours a day at training camp. They have to do laps of the track at midday, despite the searing heat. Carlos collapses from fatigue in the middle of the field.



compromising

Example

Ailin, swimming:

Child Ailin suffers from asthma. She's always gasping for air at the edge of the pool. Despite knowing about her illness, the coach refuses to notice and bullies her for not being able to breathe. «You can't be that stupid, you're just faking it».



harsh

Example

Alina, skiing:

A youth coach has been working in this region for a long time and is known for achieving good results if she «chooses' children. Her training sessions are harsh. She shouts and regularly makes Alina and the other children cry. Everyone knows about this, including the club leadership, but no-one steps in as the youth coach is considered a «veteran».



non-autonomous

Example

Jan, tennis:

The players always have to ask permission to go to the toilet or have a drink. For the toilet, the coach generally agrees. For drinking, it depends on their mood. Eating anything is out of the question, even for the youngest. Jan suffers.



suffering

Example

Mattia, high diving:

14-year-old Mattia suffers from cracked skin behind the ears as he spends so much time training in water. The doctor urgently recommends an extended training break and non-water-based sport. However, everyone (including his parents) turns a blind eye. They encourage him to keep training and hope it will clear up by itself.



contemptuous

Example

Christian, American football:

Christian is a referee. He talks about the horrible comments he hears: «stiff as a post», «utter crap», «completely blind». He knows the fans' chants by heart. As well as the horrible comments, there's also intimidation: «we know where your car is».



damaging

Example

Johannes, boccia:

Johannes, a boccia player, has been suffering from pain in his shoulders for a long time, and it's getting worse every time he plays. He takes painkillers daily. Although many people at the club are aware of his pain, no-one takes action. The trainer repeats again and again that only pain shows what commitment means.



painful

Example

Natalie, artistic gymnastics:

11-year-old Natalie suffers an ankle injury. Both of her coaches pressure her to start training again soon: «If you stop for too long, your career will be over». Natalie wants to take part in the upcoming competition, so starts training again despite the pain.



ambitious

Example

Mirko, skiing:

Seven-year-old Mirko seems to be particularly talented, so her parents decide to move to a skiing region so she has better opportunities for training. After every training session, the parents tell the new youth coach «this move had better be worth it – it's all up to you». The youth coach contacts the club management, as she doesn't think Mirko is very talented and feels under pressure.



burdening

Example

Jürg, cycling:

The combined pressure of school, sport and other leisure activities is making Jürg stressed. He reluctantly decides to stop cycling so he's got more time for school, as well as his friends and hobbies.



consistent

Example

Nadal, ski touring:

The club attaches great importance to careful tour planning. Sufficient reserves and respecting route instructions and protection zones are key. For Nadal, this means that he sometimes skips a tempting powder snow slope on the descents that is located in a wildlife rest zone. He explains this to the participants and does not allow himself to be put off, even in the face of resistance.



demanding

Example

René, hiking:

René's group leader on a hiking weekend wants to beat the planned hiking time as much as possible. He's constantly telling the whole group to walk faster – and doesn't allow many drink breaks.



disciplined

Example

Lou, golf:

Lou, a successful golf player, is finding it increasingly difficult to keep up in school. Lou has to catch up the schoolwork she misses due to sporting activities all on her own. Her parents think that if she had more discipline at school, she'd be able to keep up.



exhausting

Example

Alex, motorsport:

Alex is 17 and has qualified for the world championships. Whether the association receives funding, including from sponsors, depends on whether athletes are successful. The whole association is relying on Alex's success. Alex is feeling increasingly under pressure, finding things very emotionally exhausting, and suffering from lack of sleep.



selective

Example

Kevin, football:

During the selection and admission to the U team, two football dads are comparing their 14-year-old children and their successes. Afterwards, Kevin's father isn't happy as his child was not selected, and accuses the club of discrimination: «Kevin's clearly more talented than that other kid».

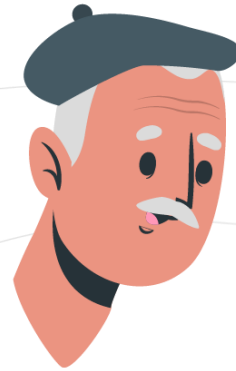


appreciative

Example

Sandro, ultimate frisbee:

Senior player Sandro (who isn't especially talented) comes to every training session, is very committed and feels very happy at the club. His grandson also plays with the juniors. The coach uses the senior player due to his commitment and attendance, rather than just making decisions based solely on performance. Everyone is happy about Sandro being chosen to play.



encouraging

Example

Gerry, wakeboard:

The wakeboard association is putting on an event at a small village by the sea, where all visitors of any age can come and try the sport out free of charge, with all equipment provided. Pensioner Gerry braves the water and discovers his talent.



motivating

Example

Fernando, basketball:

Fernando is very short compared to the other players on his basketball team, and he still hasn't had a growth spurt despite being 17. However, the coaches understand Fernando's strengths: speed, jumping, concentration and technique. They encourage Fernando to keep playing and focus on these strengths. Fernando is also used in positions that require smaller players.



personalised

Example

Marc, weightlifting:

Marc's studying alongside his weightlifting. Within the team, his training goals are individually discussed and arranged around his exams, so that he can fit everything in. His situation's properly taken into account, even if it means his sporting performance sometimes drops.



recovered

Example

Sophie, wrestling:

Competition planning takes into account the fact that different athletes have different recovery times. Sophie takes a particularly long time to recover, but still performs extremely well. She appreciates this personalised competition planning that gives her the leeway she needs.

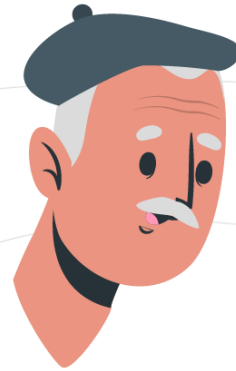


self-determined

Example

Désirée, skating:

The young athlete realises that she can't attend a planned competition due to a pre-existing family event. She discusses her concerns with her coach. He isn't happy about it, but feels that it should be Désirée's choice and leaves the decision up to her. The coach says: «Whatever you decide, I am behind you and support your decision».



carefree

Example

Dani, volleyball:

The annual fun tournament gives the region's locals of all ages an opportunity to try taking part. It also allows the club's athletes to enjoy sport just for fun without a competitive atmosphere. Dani, a long-time volleyball player, loves this fun event.



fluctuating

Example

Sven, ice skating:

Ten-year-old Sven isn't doing as well as he did in the early part of the season and has lost motivation. His parents are putting more and more pressure on the coach. However, the club leadership are able to reassure the parents and Sven, explaining that ups and downs are normal. Sven soon gets his motivation back and improves his performance.



varied

Example

Jury, ball sports:

Jury (aged 8) is a real sporting talent and is interested in various different ball sports. Jury can't choose just one and doesn't want to. He and his family decide that Jury can continue doing multiple sports for now, so he keeps enjoying physical exercise in general.



reckless

Example

Berhard, Hornussen:

Eye injuries are becoming increasingly common in Hornussen. However, helmets aren't mandatory and most players accept the risks. Bernhard doesn't think he would be able to see properly with the plexiglas in front of his eyes and he wouldn't perform well.



underchallenged

Example

Joshua, rowing:

Despite performing well in rowing, Joshua is assigned to a group with much younger members who are all less good than him. Joshua loses motivation and doesn't feel happy in the group. He no longer looks forward to training and doesn't fit in well in the group.

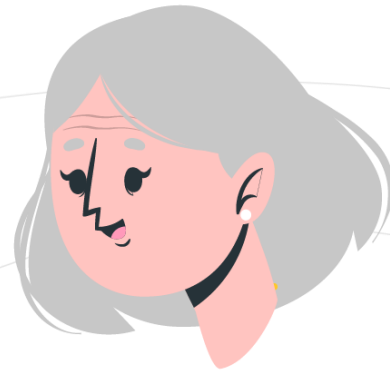


undervalued

Example

Eli, floorball:

Ten-year-old Eli spends the whole season sitting on the substitutes' bench. He loses more and more motivation, and the club leadership find out. When they ask the coach about it, he deflects things by saying: «Eli needs to grow up! It's part of the sport!»



unfocused

Example

Fatima, crossbow shooting:

Fatima, the events project manager, has been very unfocused and unmotivated recently. She doesn't get on with the president. Fatima's annoyed with the situation: she wants achieve good project results, but knows she doesn't do well in a tense atmosphere.



disparaging

Example

Giro, karate:

Giro is enthusiastic about karate and delighted to have finally found a club nearby. After each training sessions, the head coach comments: «You're no good. You're not achieving anything here, and you have no talent for karate. Why not join the chess club instead? That would suit you better!» Giro increasingly suffers from anxiety attacks before training, but is determined to keep doing karate.



ostracising

Example

Mandy, cricket:

Mandy's ignored and shunned by her entire peer group, who all gossip about her behind her back. The club team doesn't do anything to fix this poor group atmosphere, as everyone thinks that Mandy doesn't fit in the group anyway.



precarious

Example

Mia, triathlon:

Competitive sport stakeholders have invested a lot in athlete Zeno. He qualifies for the world championships and trains very hard, so physiotherapist Mia focuses on Zeno and drops other clients. Zeno has a surprise accident and has to take an extended break, so Mia loses her job and isn't covered by labour law.



negligent

Example

Frédérique, pole vault:

The coach knows that Frédérique is not yet ready for a tricky exercise. Frédérique is reluctant to do the exercise because she is afraid. However, he thinks that she should get out of her comfort zone and makes her do the exercise. Frédérique falls on her head and suffers a fractured skull.



uncared-for

Example

Monique, snowboard:

There is a lot of pot smoking and drinking alcohol after competitions. Monique, 15, has got used to this after many events. Now she cannot get to sleep without a joint and has even started loosening up and waking herself up with alcohol before afternoon training sessions. She has also given up her studies and focused all her motivation and her future on sport. The people around her find out about this, but leave her to it. «She is old enough to know what she is doing with her life.» Only the new trainer asks herself whether duty of care has been sufficiently exercised.