

REBOUND RULES THE ART OF SUCCESS 2.0: RICK PITINO

18. Defeat had beaten me down.
19. The truth is my life was pretty bad on the inside at that moment. The old adage about money not buying happiness was never truer than right then. If you chase money, you're not necessarily chasing success. Give yourself success, and money will chase after you as if it's your shadow.
20. I had made the move for the money.
21. Nobody's professional growth curve is an unbroken upward line.
22. Confidence and self-esteem will be challenged, and in such times, people accustomed to success will experience the darkness of doubt, something that can attack you professionally, personally, and spiritually.
23. I am a positive person by nature, but more by habit. I've worked at it.
24. Doubt can spring up from a variety of sources: losing, adversity, financial insecurity, age, illness, injury, family issues, even success (turn these into positives).
25. I'd left my family back in the Northeast, telling them I needed time – maybe a month – to figure out what to do with my life.
26. I wrote down every mistake I made on the job: bad personnel moves, bad coaching decisions, and bad reactions to adverse situations. I used them all to cudgel myself.
27. First of all, I made too many spontaneous decisions about players
28. As a CEO, you have to give people time to prove themselves, one way or another. I was learning that there are no shortcuts. If talent is limited, it's simply going to take a great deal of perseverance and patience to change things.
29. The biggest thing I learned is that when failure is in the air, you cannot beat yourself up about it.
30. Go in two mistaken directions: they make excuses for why it's not their fault or they start beating themselves up.
31. Gradually I came to realize that I had to create a new philosophy and stir a new passion.
32. I began to relish the free time and took stock of what I had learned the hard way.
33. Just as a CEO cannot alone dictate profit or loss
34. The old expression says there's no "I" in "team", but a lot of coaches think there is – and they think they are the "I".
35. Of a coach's place within – and not above – the team dynamic

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36. I accepted the fact the word "arrogant" had shown up several times in stories written about me, there probably was some truth to it. I owned up to my failures and my flaws – and then I dropped it, as quickly as possible.
37. When I was facing the fear of failure
38. A loved one can provide comfort, but wisdom is a greater ally at times like these (BL)
39. Understand the urgency and change their mindset
40. Why consistently do the things you can't do at the expense of your strengths?
41. Get in touch with your fundamentals to combat doubt. The things that make you special and successful.
42. Denial doesn't work. Avoiding facing your doubt will allow it to linger and fester.
43. Avoid rebound marriages
44. Don't isolate yourself. You're not on an island – there are others who have been through something similar.
45. You have to pick yourself up – and help others pick themselves up, too.
46. My whole day is not consumed with how I can succeed, but with how I can help others succeed.
47. I couldn't care less where they went to school
48. I recruit poor, hungry, driven people
49. You have to project a passionate, hungry, and driven outlook
50. If you can't change jobs, you to change your opinion of your job
51. When I was a young Assistant Coach, I never allowed myself the time to complain about a low salary, long hours, or the unglamorous life of recruiting. Back then you could recruit virtually year-round, so we were all over the map, watching players and trying to convince them to come to our school. It was exhausting at times. Those nights of bad hotels, drive-thru food, and endless phone calls were not easy – but I loved every minute of it. I took the title literally: I was an assistant, there to assist my team by any means requested or required. I understood my role: to assist the head coach, assist the players – something I tell all my assistants to this day. They're vital and valuable.
52. It was time to learn the profession I'd chosen. It's vital for young professionals to accept a supporting role, embrace it, and learn everything they can from it before moving on to bigger and better.

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53. I was challenged each day by a brilliant boss who wanted to help me grow but made me earn my stripes. Hubie taught me the value of being ultra-prepared, of embracing the details.
54. That's the way I woke up every day – eager, determined, passionate – and that had to do with my own self-esteem.
55. I told them their college careers should be built on a tripod – one leg is education, one leg is basketball and the third is discipline: you need discipline to do well in the other two areas.
56. One was building self-esteem, the other was lowering it.
57. That is imperative to follow team meetings with individual meetings – to make sure each person gets the message you want them to get.
58. If you want your workforce to have passion for jobs they don't love, you have to build their self-esteem, provide them feedback, and model enthusiasm in the work place.
59. What happens when you eat that big meal on Thanksgiving Day? You get sluggish. You as to take a nap. You want to shut down. That's what happens when you experience success in business and sports as well.
60. Tiger Woods is the richest athlete in the world, but prepares like the hungriest – and that's a huge reason why he keeps winning.
61. Too often, early success leads us to believe that we've arrived. Suddenly we stop trying to improve ourselves, and we stagnate.
62. They want someone willing to put the company's goals before their own.
63. In the Wall Street Journal/Harris Interactive 2007 rankings of the top MBA programs, Dartmouth's Tuck School of Business finished first in a survey of recruiters, while Harvard was 14th and Stanford was 19th.
64. Hear every voice that contains some value to you.
65. To keep my schedule as organized as possible, I write it all down on a daily basis. This is an idea I borrowed from my old boss Hubie Brown, who wrote everything down. Hubie wrote his daily duties on a notebook page divided in half; calls he had to make, other duties to perform and the things to improve.
66. Then I chart the next day before I go to bed – thoughts and sudden ideas need to be written down or else I'd forget.
67. I'll get up at about 5:45. Optimists can't wait to get going. Self-initiative is absolutely vital if you're going to reach for lofty goals and work your way through adversity whenever it arises. After waking up, I immediately go straight to the elliptical or treadmill and do 15-20 minutes quickly to get my juices flowing. That's not my workout – it's just a quick calorie burn, a chance to think my way through

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the day ahead, then I jump in the shower. I'll have some fruit, and then on my way to the office, I usually drive by Starbucks, get my cappuccino, and get into work between 6:30/6:40AM.

68. When I arrive at the office, I always went to attack the most difficult problems first. It's the only way for me to approach it. If you let something slip until the afternoon, you're likely to let it skip until the next day – and the next day – and the next.
69. In fact, scientific studies have shown that this is the most effective way to work through a day. So my agenda begins with the toughest and most tedious tasks, and then proceeds to our morning business meeting in the 7:00AM hour. A couple things I've learned about productive meeting: they are not a gathering place for idle conversation; they're not a minute longer than they need to be and they must be followed by action.
70. If they don't come away with a clear vision of what to do next, it wasn't a productive meeting.
71. Our morning staff meetings are rarely longer than 30 minutes, and then it's on to individual player instruction. This is another area where my passion for my job shows through. I love working with players individually on improving their fundamentals of their game. Each player goes hard for 42 minutes through a rigorous set of drills – I'm there watching and coaching everything, and we have a manager assigned to chart all the data on shots taken and missed. My intensity during these drills is evident, and it usually transfers to the players.
72. My staff and I run those workouts for 42 minutes every hour, from 8-11 AM. Then at noon, I'm continuing my own workout regimen – I used to run on the treadmill everyday but a knee injury has moved me to a lower impact workout.
73. Now that I'm 56, I am making some allowances for fatigue in my daily schedule – knowing your limits and working around them is an important part of avoiding burnout or physical problems. For example, I've scaled back my midday workout regimen to account for aching knees – more walking and less running. Sleep is more important now.
74. You can't be successful, in business and in sports, having dysfunctional family.
75. So at 6:00PM I go home.
76. When they go to bed, it's time to go back to work and do your thing. With my family, we go out to eat a lot, then often times we'll go home and watch a game together on TV.
77. When they go to bed, I'll watch Sports Center or I'll surf for a West Coast game or an NBA game with a team I enjoy watching – always with a note card and pen sitting next to me, in case I see something I think can be incorporated into our game plan.

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78. And when the alarm clock goes off at 5:45 the next morning I'm ready to go through the routine again. Passion for my job, hunger to succeed, and a drive to do whatever it will take to achieve that success.
79. Strive to be the best at what you do, no matter what you are doing.
80. Don't let the first taste of success spoil your appetite for more. Sustain your hunger over the course of your career.
81. Meticulously organize and aim your drive toward your goals.
82. If you believe that day's task is beneath you, you'll perform it in subpar fashion.
83. It's a better thing to work hard with an eye on specific results and accomplishments.
84. He adjusted his approach a bit from 2006-07, but Coughlin never deserted his core beliefs about to coach a football team.
85. I made a list of five things we had to do, and one of those was, "No Toughness, No Championship."
86. Basically, the "dinosaur" devised a two-level plan: he altered his approach with the media and players (a strategy that paid immediate short-term benefits) while maintaining his football convictions for the long term. That's how you deal with current culture.
87. Coughlin sat down with longtime Giants PR head Pat Hanlon to ascertain why the coach engendered so much media antagonism.
88. Coughlin also formed an 11-man team leadership council in an effort to smooth locker room relationships. One player from each position met with Coughlin regularly through the season.
89. But the other thing Tom Coughlin did in 2007, at the urging of his family, was to get back in touch with his passion for the game. Reacquaint him with why he loved football and the fundamentals of what made him a successful coach.
90. According to one study, corporate executives saw their average tenure shrink from about eight years in the early 1990's to 4.7 years by the turn of the century.
91. Playing for one big score instead of building for consistent success is a chronic temptation. But in a world of instant demands and instant rewards you see many people try it. You want people with resilience running the show.
92. Criticism cannot affect you to the point that you deviate from your plan.
93. As famed former General Electric CEO Jack Welch once said, "You can't grow long-term if you can't eat short-term. Anybody can manage short. Anybody can manage long. Balancing those two things is what management is."

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94. For the subtle, short-term approach I'll set out to learn something new on my computer, in a day or two. For the dramatic, long-term approach: We'll improve our recruiting computer database for every prospect.
95. Problems arise when the four-year guys think they're two-year guys.
96. But all Edgar seemed to see was his arrival as a finished product. His vision became clouded.
97. Does this player make other people better, and would he make our team better?
98. CEO's have to bring talent. The important part is finding gifted people who also understand the team perspective. Intelligence and talent are obvious; finding intelligent and talented people who also fit team concept is a real challenge.
99. Coaches' reputations can go from good to great too quickly, and they can go from bad to unbearable just as fast.
100. The only ways to maintain success during periods of high turnover are to continually attract great talent, to surround the leader with a competent staff of future leaders, and to be prepared to adapt to change.
101. Smart staffing has helped Butler survive this rapid turnover and given it a reputation as the college basketball cradle of coaches.
102. The unintended benefit of high turnover is that talented young people will see your company as a place to get ahead and succeed. Still the bottom line is preparedness in corner offices.
103. In fact, I like the way the business world is based on quarterly reports. I try to do that in basketball, breaking down our progress not by that day, but by quarter.
104. I believe it all goes back to maintaining a consistent effort. The parts can change, but the one thing that cannot change is consistent effort on the parts of everybody in your organization.
105. Surviving the microwave culture means being able to take some heat. It also means understanding that the path to greatness is rarely easy and rarely glamorous, as we'll see in the next chapter.
106. Accept it – microwave culture – it isn't going away and will only accelerate.
107. Plan two different paths to success, short term and long term, and learn how to balance them.
108. Don't panic when you lose personnel.
109. Don't lag behind the technological curve.
110. To build success, you need a lot of little scores, too.

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111. Chemistry is a magic ingredient. It's hard to define, but even harder to without. Very few great things are accomplished alone – and tremendous team efforts are rarely accomplished without tremendous team chemistry.
112. Everyone subscribes to the same common goal.
113. Chemistry is needed to create a common bond and a willingness to sacrifice for the greater good of the team. It's what teamwork is all about.
114. The question is whether great chemistry is created by nature or nurture. Can you build it, or does it happen on its own? You need people with a natural proclivity for unselfishness. They care about their teammates.
115. With love and discipline in the right doses – with positive and negative reinforcement.
116. The first ingredient should be a strong dose humility.
117. Humility can be a power source for an organization or it can be a power drain.
118. Terrell Owens' public speaking sniping at quarterback Jeff Garcia and Coach Steve Mariucci turned into a chemistry meltdown in San Francisco. Then Philadelphia took its turn with Owens, and the results were similar.
119. Be built to win a championship
120. Magic Johnson knew how to stir the passion within his teammates. He was always pass before shot; always ready to celebrate the group achievements over the individual gains. The other athletes mentioned here live on an island, not understanding what chemistry is all about.
121. After humility, we must have motivation for successful chemistry. You cannot motivate until you understand the individual motives of your players.
122. We realize that everyone does not react the same way to the same stimuli. There are a variety of motives that drive us to work hard and strive for excellence.
123. I want to know what they're playing for and why. What price are they willing to pay for success? What lengths will they go to in order to be extraordinary? What buttons can I push to help them get there? How can we mold a collective will out of these different people who arrive with different motivation?
124. It's been more than 50 years since the Heisman trophy winner came from a losing team.
125. Rewarding team-first behavior cannot be stressed often enough.
126. Reinforce exactly what you want when you see your people doing it.

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127. The head coach of a team or CEO of a company cannot spend their entire workday making sure their players or employees get along and care about each other - much of that has to come from your team leaders.
128. They won't if your internal leadership is strong. If the most experienced people in your locker room or in your office cubicles are positive, team-first people set a great example for others to follow, everyone should flourish.
129. Peer-driven chemistry is essential to success.
130. Positive attitudes inflate and elevate your team's balloon, while negative attitudes suck the air right out.
131. A guy who averages two points per game can still make a big impact in the locker room – sometimes negatively.
132. We got through to Antoine by recognizing what motivated him: playing time, scoring and attention.
133. His motives didn't change, but his path to success did.
134. We had solid people there to take charge in the coach's absence.
135. After the fifth player, I blurted out vulgarity and stopped; not a single player had told me his name. "You guys must think I spent all winter watching you play," I said. "But I was kind of busy trying to stop Kobe Bryant and Tim Duncan and Allen Iverson, so I didn't catch the names of your sorry asses. So it might be helpful if you introduced yourself and let me know your names, at least for the two weeks before I throw you off the team."
136. Within 10 minutes of his first workout, he and I arrived at a crossroads. When he didn't put forth maximum effort in our opening drills, I lit into him as hard as any player I've coached. I asked him to cite what he had accomplished during his freshman season on a 12-19 team. And, I said, when you've covered those high points in 10 seconds, tell me about what you accomplished in high school. That should take another 20 seconds.
137. I informed Ellis that he was straddling a fence. On one side was the opportunity to turn around his life. On the other is the chance to throw away a basketball career, a scholarship, and a college education. I told him to find his motivation and discover his passion, or he was through as a Cardinal. I gave him a list of goals he had to meet by the end of the summer to stay on the team: He had to cut his body fat percentage in half, from 20 percent to less than 10; he had to maintain perfect class attendance; he had to give maximum effort in every individual instruction; and he had to show respect to everyone on the staff.
138. There were times during his college career when I still needed to give him a one-on-one attitude adjustment.

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139. The eight traits that can corrupt chemistry:
Jealousy
It certainly helps when the stars are humble and remember to recognize their cohorts when receiving awards or honors. Work hard to disburse credit equally among your constituents. Be sharply attuned to who isn't feeling the appropriate amount of love.
140. Iron out all the differences right away by getting those at odds together to talk it out. Let nothing fester.
141. Cynicism
Cynical people believe they are not part of the problem. Cynical people question the plan and doubt the leader. That's because cynical people don't understand how to find people don't understand how to find the proper solutions to the problem.
142. A one-on-one meeting that confronts the cynical individual
143. Create a plan for how to change that behavior, and create checkpoints to monitor that person's progress.
144. Inflated Ego
Team members believe the group cannot function or succeed without them
145. Inflexible Personality
In a productive race, a stubborn person often is running in ankle weights, slowing themselves down through obstinacy.
146. Discipline Deficiency
A lack of discipline leads to poor habits and poor habits become destructive to the will of any business or team.
147. The simpler your rules, the better
148. Stay focused on what it takes to succeed, emphasizing daily habits
149. Lack of Passion
I don't know people wallow in mediocrity. People lacking passion don't enthusiastically seize every opportunity to improve themselves. They love what success could bring them, but don't want to put in the hard work it takes to become successful.
150. Make your own passion a beacon for others to follow and emulate. If you're not boiling with observable enthusiasm, those around you might not, either. Try to surround yourself with high achievers.
151. Celebrate the grind.
152. Excuse Making

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153. Front-Running
Want to win the next four minutes by the next media timeout. I create a game within a game.
154. Care and discipline; a willingness to share and sacrifice for the greater good; and a positive view of our common goals.
155. Find out what's inside your workers first, and then do everything you can to motivate them.
156. Never miss an opportunity to drive that home, and try to live it so those you're leading can see it.
157. Effort can take you past the point where native talent stops.
158. "Warren Buffet, for instance, is famed for his discipline and the hours he spends studying financial statements of potential investment targets.
159. Practicing with perfection in mind. Deliberate practice is focused, intense, and goal oriented. It's about setting objectives to improve every practice and charting your progress, (or lack of it). Then you examine the data from your practice, get feedback from coaches or mentors, and do it again – and again and again.
160. Hitting an eight-iron 300 times with a goal of leaving the ball within 20 feet of the pin 80 percent of the time, continually observing results and making adjustments, and doing that for hours every day – that's deliberate practice.
161. In individual instruction sessions, we focus on improving specific areas of performance. We stress efficiency, because wasting time is a threat to the productivity of all athletes and all business people.
162. In those 42 minute individual instructions, players go through specific shooting drills from different spots on the floor, with a manager charting the results and a coach on hand to observe and critique.
163. This is a concentrated effort designed to increase skill and stamina, and to perform under physical stress.
164. We provide constant feedback on shooting form and other techniques.
165. You leave yourself vulnerable to a lifetime of regret for squandering your potential.
166. He had chosen the film of a particular game, observed each route run by the wide receiver, timed each play and interval between plays with a stop watch and, in tiny, meticulous handwriting, sketched the patterns and noted the sequences.
167. Rehearsing presentations; testing negotiating tactics in dry runs with fellow workers; quizzing yourself on new methods and developing trends within your

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- field; and creating habits that force you out of your office and away from your computer screen to interact with coworkers and clients. Many successful business people will also tell you that they're insatiable information junkies.
168. A current working knowledge of your industry – who's coming up, who's fading, and who's resting their laurels, where the business is headed – is a significant part of practicing to succeed. To gain that knowledge, you must be intrigued and fascinated by the subject matter.
 169. But here is the most difficult part of achieving greatness: It can take years of that sort of backbreaking effort.
 170. It is the "10 year rule" – you can take an entire decade of devoted practice to attain mastery of a given pursuit – and that doesn't really jive with the microwave culture timetable
 171. The magazine also cited a study by Florida State University professor K. Anders Ericsson that found that practice time and achievement are inseparable.
 172. Thorough preparation is vital when performing under pressure.
 173. A musician who has practiced her solo thousands of times will be comfortable when the curtain goes up in Carnegie hall. A salesman who has relentlessly honed his pitch will be confident in closing deals during the final weeks of sales quarter.
 174. But there is a more basic way to improve, and it gets back to having passion, hunger, and drive for what you do: It's a desire to get better at every task that crosses your desk. That's more of a mindset than practicable skill – but it takes repetitive effort to change your mind-set. You're trying to get better as opposed to just trying to get by.
 175. Do you know everything there is to know about your marketplace and the competition? Do you have a clear vision of the direction your company is headed?
 176. Most of us have parts of our job that are endured more than embraced. Things we don't enjoy often are the things we are not good at, and avoiding those things can make a bad situation worse. That's why I try to force myself to compete the least enjoyable tasks first every day.
 177. The steps toward improvement generally require seeking and accepting feedback from colleagues and superiors. That's why we watch film of every game and every practice for feedback on our performance and how to better it. The tape never lies. You may lie to yourself, but the tape tells the truth.
 178. My job was to get them to realize that their behavior was lowering self-esteem of their co-workers and killing the fiber of the company.
 179. They were making a great deal of money, but they were like a basketball player averaging 30pts per game on a losing team.

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180. Feedback is necessary from colleagues and superiors, but it doesn't need to stop there. You can provide it for yourself as well by charting your won progress.
181. Before getting to bed, I pull out my day planner and circle the date – sometimes in red, sometimes in blue, sometimes in pencil. If I circle in red ink, I've done my best to make it a positive day. If circle it in the blue, I have been too negative. If I circle in pencil, the way neutral; neither positive nor negative. My goal is to have 98 percent positive days every month.
182. I no longer just chart my attitude. Before I go to bed every night. I write down four letters on the back of one of my omnipresent cards: B, L, D, S. That's breakfast, lunch, dinner and snacks. Next to each one I record everything I eat at every meal, and approximate the calories for each. Then I write down my exercise for the day. I evaluate that information to determine whether I'm adhering to my goal of staying fit and trim and whether I need to make any adjustments the following day. If for instance, I over did the carbohydrates on Tuesday, I will adjust.
183. Putting it down in writing reduces the chance of conning yourself.
184. That you cannot achieve any form of greatness unless you have personal accountability on a daily basis. Set your goals high, work to achieve them, and monitor your progress without unnecessarily gliding the lily.
185. Work hard, but do more than that. Work deliberately with specific drills to practice what will carry you toward a goal greatness.
186. Perfect your first task before moving on to your second.
187. Then maintain your process of discipline to prevent a back-slide from great to good.
188. Achieving greatness is a slow, painstaking process.
189. Every person in business and sports who has attained any level of success loses focus at one point in time. Your first instinct is to quit working so hard and find something more enjoyable to do.
190. Successful people are at risk of forgetting where they came from.
191. There are small tedious tasks you have to take pride in. The little things you don't get credit for are part of your character, because they're not done for any reward.
192. This where extreme discipline and self-motivation are necessities when it comes to maintaining focus. Before you motivate others, you must motivate yourself to lead by example.
193. When they cross the lines onto the court, they cannot be anywhere else.

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194. Practice is the task at hand; excel at it. To make that message effective, we as coaches must approach practice the same way: total focus with maximum enthusiasm. When you go through the motions, you tacitly give players the leeway to do the same. When you hit the court brimming with energy, it will spread throughout the team. When people see the tedious tasks being accomplished enthusiastically, it should produce a domino effect throughout your organization.
195. I thought he was losing focus on being great basketball coach. He started to try from the building blocks of his own success.
196. You cannot stray from the basic building blocks of what you do. You must maintain your own discipline – for yourself and within your team or company.
197. The times where we're most susceptible to losing them are when things are going very well or very poorly. Both the highs and the lows can be temptations to get away from our inner game plan.
198. I've started listing the three most tedious things about my job – then making them my top priorities. Those three things are writing letter to recruits, recruiting phone calls to people advising a prospect, and dealing with alums and e-mail.
199. Without talent around you, any coach or CEO can slip into mediocrity. With talent around you, your skills as a motivator, teacher, and leader will not erode.
200. They have not lost track of what made them successful, and they have not abdicated all the duties they must perform to attract great talent.
201. In business, the 6:45AM staff meetings can be equivalent of watching drill stations. Those meetings define your work ethic and set the tone for each day in your office.
202. Gradually lost part of what got it there; a tremendous service culture. Founders Arthur Blank and Bernie Marcus made a pro-customer ethos a signature of their business.
203. Home Depot grew and became more corporate under Bob Nardelli this decade; it lost touch with the basics of great service.
204. A 16-year Home Depot employee from South Carolina, according to Reuters, "I just long for the days back in the beginning when we were the destination store. Now we're just one of the other stores."
205. Simply put, you can't lose sight of who you are, what you do best, what you're trying to accomplish, and what your goals are. That includes an unwavering commitment to tackle the tedious tasks and unpleasant challenges as soon as they present themselves.
206. It's when you're suddenly busy doing everything but what you do best. If you want to maintain the lifestyle you've built and come to enjoy, you can't lose focus.

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207. I'm an avid investor and have a number of different business interests, but I've hired a trusted adviser to monitor my investments and I check in with him monthly.
208. Finding a way to relieve stress is more important than finding a way to escape.
209. Meticulous focus must be maintained to achieve greatness in your chosen endeavor.
210. "Even before his golf ball started going sideways, Duval had been suffering from a deteriorating competitive soul. His desire to play the game at its highest level, even for millions of dollars and on his own terms, had dwindled to the point where the negatives outweighed the positives."
211. Tiger Woods, Jerry Rice, Peyton Manning, Michael Jordan 0 for all their fame and glory, they never lost sight of what made them great and never stopped working to improve – yet even they could have bad days.
212. For a million different reasons, office productivity can be compromised by having a bad day – but if you stay locked in on your goals and what you hope to achieve, you'll bring out your best most of the time. Your goal is to achieve maximum performance on a daily basis, and to help those around you do the same.
213. A better life for me isn't good enough. It has to be a better life for my family and for people around me.
214. What other people have to say about me is none of my business. That doesn't mean you should tune out thoughtful feedback, but you have to filter out the stuff that will superficially inflate or damage your self-esteem.
215. I view the mind as a cluttered desk. It needs to be cleaned up; get the useless stuff out of there. Don't complicate your thought processes with insignificant things. Get rid of that mental clutter.
216. They seek popularity and pats on the back, often from the wrong sources
217. If you have to rely on contrived disrespect to get ready to play, consistency is not part of your makeup.
218. The only thing that grew for Derrick was his waistline.
219. His attitude and maturation never progressed to the point where he could be counted on every day. Spoiled by instant gratification at a young age and not willing to work toward the long haul.
220. "Be more concerned with your character than your reputation, because you are who you are."

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221. CEO late in life, you can lose focus on what's important – that's why it's vital to check in with yourself while pursuing greatness.
222. Maintaining rigorous focus will keep you headed toward those goals. Sometimes, though, that focus has to be flexible enough to change and adapt to new conditions and challenges.
223. Stick to your strength. A successful businessperson isn't necessarily cut out to be a good politician or vice versa.
224. Stay organized. Write everything down.
225. Don't lose sight of who you are.
226. Make sure your daily discipline remains intact.
227. Don't subscribe to hollow motivation.
228. If it's not broken, break it and make it better.
229. People who altered what they did best and paid a price for it. However, I'm not talking about abandoning your bread and butter; I'm talking about refining it, modernizing it, and making it even more effective. The things that should not deviate are your work ethic and focus, the fundamental rebound rules, but your strategies and approaches should be flexible enough to change with the times.
230. Don't wait for it to stop working before changing it up.
231. Because your competition isn't standing still – it might be stealing from you and catching up to you.
232. Once someone sets a standard for excellence, everyone else will attempt to both copy it and combat it.
233. In 1997, Netscape Navigator had roughly 72 percent of the browser market, while Microsoft's Internet Explorer had 18 percent.
234. By 2002, Internet Explorer owned about 96 percent of the browser market. Netscape had been outflanked and beaten down by its relentless competition. Internet Explorer has seen its market share gradually eaten into by Firefox – from 92 percent in October 2004 to 75 percent in April 2008.
235. Your weaknesses will be picked apart and exploited.
236. I put everything we do all year on tape – all the plays, all the defenses – and then I study them in April. I go through the process for three reasons: to understand what made us successful, to break it apart statistically and physically, and to try and analyze it through our competitors' eyes to make it better.
237. We charted their success rate at finding holes in the defense and scoring uncontested baskets, and we learned where we were vulnerable.

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238. Your company can never be too in touch with both its strengths and weaknesses. Retreats and periodic managerial meetings should include time for rigorous and honest evaluation of where you stand; the good and the bad. Feedback on how to improve and innovate should always be encouraged and accepted from the rank-and-file employees.
239. For the list of what your company does best, you should be able to identify the most likely ways your competition will try to counteract your advantage.
240. For the list of what the competition does well, you should be able to find concepts worth borrowing and implementing by your company. Then examine your list of weaknesses. How can the competition hurt you because of them? Are there books on the subject? Scholarly articles? Would it help to bring in an outside expert to observe your operation and mentor your workers in those areas?
241. Hopefully, your company will be filled with passionate employees who keep up on industry trends and innovations on their own, but don't take that for granted. Someone in your organization should be in charge of a clip file – preferably digital – on anything happening within your field. Ideally, that file would be updated and disseminated daily. A proactive CEO will keep his own good-ideas file, with the plan of implementing them on a monthly, quarterly, or annual basis. Make implementation a goal and then hold your firm accountable on the results: Are you keeping up with the pace of change?
242. He wanted to know what it would take to win back-to-back championships. Billy also talked to Bill Belichick, Pat Riley, and Mike Krzyzewski – people who won back-to-back championships.
243. I'd do the same things as last year motivationally – but I'd take all the statistical things he stressed and try to do a better job.
244. Deflections are the clearest way to gauge that vague dynamic.
245. Part of any sustained greatness is staying hungry. It also requires a willingness to keep learning and a refusal to fall back on the same old habits.
246. Toyota became an international automotive leader and it stayed miles ahead of the curve with its innovative development of hybrid vehicles. It's commitment to "be at the vanguard of the times through endless creativity, inquisitiveness and pursuit of improvement."
247. At GE, Jack Welch broke the mold and made it better.
248. Apple's Steve Jobs has continually found ways to modernize his company and stay ahead of his competition. An endless perfectionist.
249. I try to absorb everything that I can get my hands on that will help me in my profession. I try to read, dissect and integrate on a daily basis.

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250. I'm always looking for a great sideline out-of-bounds play to steal. I'm spending 2 ½ hours watching a game just to find a few seconds that could help our team.
251. What is the best vacation you've ever taken and have you read any great motivational books?
252. I'm a voracious reader, so I'll constantly be scanning newspapers and magazines for articles that can apply to coaching.
253. I'm in search of anything that might help me get better as a coach – anything.
254. Everyone borrows concepts so why not borrow from the best?
255. Often times, the biggest winners are the best adapters.
256. We wanted to lead the country in three-pointers made. Limiting our opponents' threes with our perimeter defense; and we would incorporate the three into all our special situations. We'd look for the shot on baseline inbounds plays; sideline inbounds, in transition, after offensive rebounds, and off pick-and-roll plays late in the shot clock.
257. Transition from hunting lay-ups to hunting 20-foot jump shots.
258. Don't stagnate.
259. Don't stifle creative ideas.
260. Don't shut down your communication base after experiencing success.
261. "I don't hire assistants. I hire future head coaches."
262. More than 20 of my former assistants or players have gone on to become college head coaches.
263. "We were taught how to make decisions. But to make those decisions, we had to be thorough and on top of what was going on. And if we made a mistake, it had better not be from a lack of work. I've tried to carry that over in working with my own assistants."
264. "I want to throw all of them into situations where they'll have a chance to learn enough to be ready to be head coaches when the time comes. They should understand all areas of the job: coaching, teaching, recruiting, organization, dealing with the media. A lot of other guys don't get that chance."
265. The main goal is to enhance your organization with talents, hard-working people.
266. Don't be afraid to hire assistants who will leave you. If you're hiring people nobody else wants how much good are they to you> you have to be willing to risk turnover if it means you're bringing in quality.

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267. Establish a track record of hiring bright, energetic employees who go on to future success, it will only enhance your reputation among motivated young professionals.
268. I want assistants who know their role and will perform it without worrying about getting public credit for it.
269. But during that first interview I want to be able to see something that tells me they'll eventually be successful leaders of a team, or I look elsewhere. I need to see some leadership capability along with the passion, hunger and drive. It's also important to have a diverse staff that will allow all parties to be constantly stimulated. If everyone in your meetings looks alike, talks alike and thinks alike, your pool of ideas is probably pretty shallow and stale.
270. Creative thinking should be fostered, and everyone on your staff should try to carve out time in the daily routine to brainstorm on how to improve the product.
271. Intimidation is a short-lived and ineffective way of directing. It stifles creativity and takes the roar out of a young lion.
272. If you call in sick, you missed?
273. I know, for example, that I need a staff that can match my work ethic and exceed the work ethic of our competition. That's the baseline job requirement with me. If I'm checking references, the reviews on an applicant's work habits must be glowing. I also don't need assistants whose psyches bruise easily.
274. Moody or cynical people who suck the life out of every positive concept.
275. Poorly conditioned people. They would be incapable of teaching conditioning and discipline if they can't keep themselves in shape.
276. On strict diet and conditioning regimens until they got themselves in the kind of shape that shows their commitment to the program cause.
277. Anyone who doesn't understand team ego. It absolutely must flow through your organization, from the top down.
278. It was evident how important being a Celtic was to him.
279. He swats the ball out of bounds and yells. Too bad that when he does that, it's still the other team's ball. I always kept the ball inbounds when I blocked someone else's shot.
280. "But I'm the most egotistical son of a bitch who ever played. The only thing is, my ego didn't come from any individual statistics. Your ego is about points, rebounds, and assists. My ego came from the final score. My ego is team ego. But then again, what do I know? I've only won 11 world championships, back-to-back college championships, 56 college games in a row, and an Olympic gold medal. And that's why I'm Bill Russell and you're not."

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281. People who take inordinate pride in the welfare of their team. That's any team they're on: the workplace team, the home team, the community team. What role he sees himself fulfilling, a very good answer is "whatever the team needs."
282. I could feel insatiable passion to teach and be totally immersed in basketball.
283. Jeff's home became my office couch, where he slept at night to beat everyone into work. He'd stay there late hours, distributing basketballs to any player who would come by the gym for extra shooting practice. He just about lived there.
284. Comments RE: Jim O'Brien - A very sensitive guy who possessed an incredibly high basketball IQ. Although he was brilliant X-O man, recruiting was not his gig. Tireless work and meticulous preparation for every big game.
285. Billy ended his pursuit of the NBA dream and took off for Wall Street, where I envisioned him heading up a brokerage company down the road. Later, after I had moved on to Kentucky, Billy called me and said, "I'm making great inroads but this is not for me. I want to be a coach." Billy was too mild mannered and meek to test the shark infested waters of college coaching and recruiting. I told him his personality didn't fit, but he disagreed. No salary, just room and board, and books while working towards a master's degree – he gave up Wall Street and worked in Lexington at UK.
286. Form your own opinions based on thorough research.
287. When I greet a friend I haven't seen in a while and that person cares more about my children than about me – asking how they're doing, what they're involved in – that takes on extra meaning.
288. Staff morale is extremely important. Search for creative ways to enhance it. I'm not talking grandiose plans as much as small gestures during the dog days of the calendar: have a meal catered at the office if you're working late, spring for special gear (t-shirts, golf shirts, jackets, etc) before a major undertaking, leave individual motivational notes on employees' desks, schedule a surprise movie excursion when your team least expects it.
289. One of the reasons employees don't feel great loyalty to their companies is because they often don't "feel the love" from the company.
290. We all have the means – financially or via volunteerism – to make a difference in our community or anywhere in the world. Pass the generosity forward.
291. Take risks, but do your homework first.
292. Share everything with the people who help you succeed.
293. Don't neglect the motives of everyone you surround yourself with.
294. I've had a recurring dream in my life in which I've got to present my life's resume to my Maker.

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295. The Chosen way, it seems to me, has its underpinnings in kindness, generosity and humility.
296. I know the impression given by a two-minute conversation can be remembered a lifetime.
297. All the years of utilizing your PHD to bring out the best in yourself will allow you to arrive at a place from which you then can help others. In the early stages of your life, while moving up the ladder in any organization or profession, everyone is centered on their own progress. When your self-esteem reaches a plateau of contentment, it's now time to aid others in their journeys. The key to achieving greatness is not so much what you accomplish, but what others accomplish with your assistance. Enhancing somebody else's life through your experience should be a major motivation later in life. We should all strive to leave the world a little better than we entered it, through whatever means are available to us.
298. Marvin to send him the message that I'd make a gratis speech to a booster group of Boston's choosing in exchange for giving Jared this chance.
299. The euphoria from winning a title had pretty well dissipated by the end of that summer. The satisfaction from helping others should last a lot longer than that – and it has through the Daniel Pitino Foundation.
300. Real net worth is far more likely to come from what you do for others, as opposed to what you do for yourself.
301. If you've achieved a position of some prominence and influence, you can exponentially increase your positive impact.
302. You're empowered by giving, not acquiring.
303. Don't pass up an opportunity to help those in your immediate circle.
304. Don't forget the value a single good deed can have on someone desperately in need of it.
305. A decade ago, I had the perfect plan. I'd spend seven years coaching the Boston Celtics, move to the front office three more, then retire to Miami and live happily ever after.
306. Accept the detour, learn from the unexpected new path you're on, and arrive at your destination with a greater wisdom and enhanced perspective.
307. As long as I have my health, I'll be in constant search of stimulation and fresh challenges. Research has shown that mental activity is vital for sustained mental acuity in old age.
308. A study by the Albert Einstein College of Medicine in New York of subjects older than age 75 showed a link between mental activity and a reduced rate of senile dementia.

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309. The surest way to lose your edge is to take all the stimulations out of your life. So instead of retiring. I redefined myself.
310. I've had to be willing to modernize myself to remain viable in a young man's game.
311. I could redefine without starting over. For decades, I got by fine on three to four hours of sleep per night. I need five to six now. I noticed that my productivity suffers without that extra hour or two of sleep, so I made that concession to age. I've been able to compensate for that concession by being more efficient on the job.
312. I cannot simply rely on my stored knowledge of I am going to have meaningful interaction with current Louisville players. I can't coach Earl Clark the way I coached Jamal Mashburn.
313. Times have changed, technology has changed, and it would be a missed opportunity to redefine myself if I didn't change some things to stay in touch with modern reality.
314. I've also taken to watching Black Entertainment Television while I work out at lunch time each day.
315. We're now exploring an intranet system that would allow me to send video clips of specific plays to the players, so they can quickly absorb lessons on what they did well and did not do well in that day's practice. With heavy emphasis on execution and effort – those serve as two of our bedrock words.
316. We're also talking with the same entrepreneur about creating a more extensive and sophisticated computer database on each player we recruit.
317. I enjoy the process of finding a creative outlet for my motivational thoughts.
318. There was only one way to do it: Roll up the sleeves, get back to the fundamentals of hard work, and overwhelm your misgivings with effort and positive energy.
319. Experimentation and evaluation are two ways to enhance our growth. Execution and effort.
320. Along the way to new growth, other aspects of your life will change. From style to substance. From ambition to satisfaction. Success to significance, as attaining the corner office becomes less important than helping fulfill the dreams of those outside it.
321. Was this the norm of the modern day player, or just the result of some unfortunate gambles on my part as a recruiter? I realized the latter was true. Redefining my recruiting was the answer; retiring was not. I had to fine-tune our recruiting process so that we could do more research into the background of our prospects.

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322. I'm not demanding a personality inventory on each recruit. It's the same for business leaders trying to hire the best employees possible. When making those crucial personnel decisions. There's basically no such thing as too much information.
323. All the years of utilizing your PHD to bring out the best in yourself will allow you to arrive at a place where you then can help others. In the early stages of your life, while moving up the ladder in any organization or profession, everyone is centered on their own progress. When your self-esteem reaches a plateau of contentment, it's now time to aid others in their journeys. You have the wisdom to provide a roadmap to success.
324. I want to teach each of the kids to pick one experience they want to do with me. That will create 10 shared experiences instead of five – one for each of my children, and for me with each of them – and will hopefully create cherished memories for all of us.
325. The key to achieving greatness is not so much what you accomplish, but what others accomplish with your assistance. Enhancing somebody else's life through your experience should be a major motivation in life. We should all strive to leave the world a little better than we entered it, through whatever means are available to us- but before you exit, make your final act something memorable.
326. Keep yourself mentally and physically fit.
327. Use your wisdom as a shining light in the dark. It gets you to places less-experienced people cannot travel.
328. Remember for the four E's: execution and effort, experimentation and evaluation.
329. Don't extinguish your passion too soon.
330. Don't stop learning.
331. Don't lose touch with your people.
332. There must be a realization of when it's time to exit the stage.
333. If you stayed true to your passion, if you stayed hungry to improve, if you directed that hunger with the proper drive, you've emerged in the twilight of your career with proper drive.
334. Along the way you chased greatness. Not simply by wishing to be great, but by putting in the arduous hours of practice and discipline it takes to be truly great. Greatness is far more often earned through hard work than bestowed via natural gifts.
335. You didn't surrender your work ethic. You didn't view your breakthrough as an opportunity to slack off.

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336. You took inventory of yourself and your family, realized you had more to do and more to give, and shunned the lure of the easy chair and the empty days.
337. Aging Ken Dychtwald has said that his research shows that nearly half of Americans are "quite miserable" in their post-retirement lives. Part of it might be lack of vision about what those retirement years will be like. If you haven't thought it out and mapped it out – subject to change, of course – you could quickly and easily be bored and disillusioned.
338. I have the influence and ability to motivate, and help others. I'm fulfilling my passion.
339. It should be cherished and learned from, but not lived in.
340. I was guilty of doing the same thing to myself after I resigned from the Celtics. I lived in the past. I beat myself up over my failure, dwelling on every misstep. The past was toxic.
341. So many college athletes and young professionals try to live in the future; they're so anxious to fast-forward ahead and accumulate wealth.
342. Hurry and worry don't help. Regrets and recriminations don't help.
343. The great thing about waking up healthy each day is that we have a choice. A choice to be happy or sad. A choice to be upbeat and ready to go, or a choice to mope about the responsibilities and challenges that await us. We can tackle the difficult chores early and cruise through a productive day, or we can avoid them and spend all our time dreading the hour when we finally have to face those chores.
344. That is the beauty of wisdom. We get the opportunity as get older to use it right away.
345. However, you can greet each morning invigorated and content, because you have the opportunity to make every day a special day.