

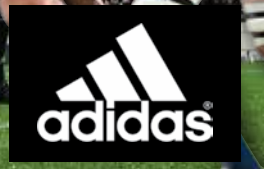


NZ RPA PLAYERS' OWN HANDBOOK

NEW ZEALAND RUGBY PLAYERS ASSOCIATION



BY THE PLAYERS
FOR THE GAME.



Do you need any help making a decision around your rugby future?

- ❖ Have you been offered an academy **opportunity** or contract?
- ❖ Do you think you need independent **advice** or an agent?
- ❖ What is your **plan** outside of rugby: Work? Study? Travel?
- ❖ Are you looking for **guidance** on:
Supplements? Anti-doping? Concussion management? Social media?

**For further advice, support or
assistance please get in touch.**



 **0800 PLAYER**  **www.nzrpa.co.nz**

 facebook.com/nzrpa

 twitter.com/nzrpa

 [NZRugbyPlayersAssoc](https://www.instagram.com/NZRugbyPlayersAssoc)

WELCOME TO THE SECOND EDITION OF THE PLAYERS' OWN HANDBOOK

This handbook is designed by the players for players. Players from across New Zealand have helped put together this handbook to provide you with tips and information that we hope you find useful.

One of the key messages we want to share with you is that rugby doesn't last forever, so it is important that you enjoy the ride and make the most of the opportunities it offers.

As you become part of the wider rugby family, you will meet a variety of people and make life-long friends. Without even realising it, you will also learn many positive, transferable skills from rugby that you can use in other areas of your life, especially in the workforce.

Rugby will teach you many things and while you are playing is a great time to create good habits and develop strong values that will help carry you through life.

You may face challenges. Players often experience tough times both on and off the field, so always remember that you are not alone. Stay connected with family and friends and contribute positively to your community and those organisations that you value. It is a sign of strength to reach out for help from someone you trust. When things get tough in rugby, try to remember why you play the game. Focus on your enjoyment and what you are passionate about. Trying to be grateful for what you have can help you to see things differently.

In our experience, we have found that to make the most out of rugby it is important to have balance in your life and interests outside of rugby. There are many benefits that come from working on your personal development alongside your rugby. You will enjoy your rugby more if your life is not solely focused on the game.

While you should never lose sight of your goals within the game, it is also important to grow yourself as a person off the field. This will help you to make smart decisions that contribute towards what you want to achieve on the field.

Be your own person by creating your own path, treat everyone with respect, keep the sport clean, but most of all have fun!

Enjoy your footy.

On behalf of the players



KIERAN READ
All Blacks

CAPTAIN

**FIAO'O FA'AMAUSILI
ONZN**
Black Ferns

CAPTAIN

SCOTT CURRY
All Blacks Sevens

CO-CAPTAIN

TIM MIKKELSON
All Blacks Sevens

CO-CAPTAIN

SARAH GOSS
Black Ferns Sevens

CAPTAIN

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North & South Trust

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Thank you: Thank you to all the people and organisations who enthusiastically supported this NZRPA Education Legacy Project.

FOREWORD

It is with great pleasure that, on behalf of the New Zealand Rugby Players' Association, we bring you the second edition of the Players' Own Handbook.

Last year, the players proudly helped produce the first handbook, which was so well received we have been asked to publish this latest edition.

The players, and experts they use in these key areas, have put a great deal of thought into the valuable messages they want to share with you. The insights and advice they have provided come directly from the players' own experiences in the hope you may find them useful as you navigate your own journey. Everyone's journey is different, and the players appreciate that your road will be exciting and challenging. While it is up to you to make the most of the opportunities that come your way, the players know that it is important you continue to learn from the challenges you face, as this will help you develop into a well-balanced individual both within the game and outside it.

The players understand first-hand the importance of being well-rounded and pursuing other interests and connections outside rugby. While this helps with performance on the field, more importantly it allows you to broaden your horizons, develop a greater sense of who you are and what you are about, and better prepares you for success both during and after your playing days.

It is important that you don't let rugby define you, rugby is just a part of your story, it is something you do, but it is not who you are.

Sports will feature in your story along with many other components such as family, friends, your community, career, culture, study, education and faith - all are arguably more important than the game itself. We challenge you to create your own story by embracing opportunities to help you be the person you want to be, and to achieve a sense of fulfillment and enjoyment in what you do as you go about achieving your goals.

We hope you find this handbook a useful and inspiring resource and that it encourages you to be a better person both on and off the field.

All the best with your journey.



DAVID KIRK MBE
All Blacks 1987 Rugby
World Cup winning captain

PRESIDENT OF NZRPA



ROB NICHOL

NZRPA Chief Executive Officer

WHO ARE THE NEW ZEALAND RUGBY PLAYERS' ASSOCIATION?

NZRPA BY THE PLAYERS FOR THE GAME.

NEW ZEALAND RUGBY PLAYERS ASSOCIATION

THE NEW ZEALAND RUGBY PLAYERS' ASSOCIATION WAS FOUNDED BY NEW ZEALAND'S PROFESSIONAL RUGBY PLAYERS AS THEIR INDEPENDENT REPRESENTATIVE BODY IN 1999. It is governed by a board, which involves current and past professional players, and has a full management team working hard on the behalf of professional players.

Through the NZRPA, the players work with the game's administration to address player welfare matters and they also contribute to the ongoing development of the game. The NZRPA helps players support each other in their personal and professional development. It helps them to take advantage of commercial opportunities, and to understand and deal with life as professional sportspeople.

Most importantly, the NZRPA ensures New Zealand's professional rugby players have an organised and credible voice at the decision-making table.

A crucial part of this role is the work the NZRPA does in negotiating the collective employment agreement (CEA) and the memorandums of understanding (MOUs) between the professional players and New Zealand Rugby, five

franchise clubs and fourteen National Provincial Championship (NPC) provincial unions. These agreements cover the terms and conditions under which all professional players, men and women, are employed to play rugby in New Zealand, and outlines how the professional players and the game's administrators will work together to ensure rugby remains successful in New Zealand.

The NZRPA also offers support to retired players and professional New Zealand players overseas. The NZRPA has a careers specialist available for these players to help them work through employment, study options and strategies for the next chapter of their career.

“ NZRPA is the VOICE of the players and, over the years, its reputation and negotiations for the players and the sport have literally been a game changer.

DJ FORBES ”



MEMBER OF



0800 PLAYER



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NZRugbyPlayersAssoc

The Representative Body of New Zealand Professional Rugby Players

Enabling our rugby players to thrive, on and off the field... and the game to unite and inspire New Zealanders

PLAYER

Communication and Engagement

- 0800 PLAYER support line
- Social media platforms and publications
- Team, player visits and roadshows
- NZRPA Info Centre
- Player handbooks and protocols
- Team representatives
- Player surveys and feedback
- Rugby Club for retired players

Personal Development and Growth

- Young Player Education Programme
 - Character and personal development
 - Life skills and making good decisions
 - Seeking good advice
- Personal Development Programme
 - Career planning, education and work experience
 - Financial and asset protection education and awareness
 - Character development and mental wellbeing
 - Professional rugby work expectations and obligations
- Transitioning, overseas and retired player support

Representation and Support

- Player input and voice on issues of importance
- Collective bargaining and player contracts
- Agent accreditation and advice
- Season and competition structures
- Laws, rules and regulations
- Problem and dispute resolution
- Conduct advice and support
- Sports integrity including anti-doping and corruption

OUR PEOPLE

UNITY
Move together, trust one another

CAMARADERIE
Friendships for life

HONESTY
Act with integrity

SUCCESS
Strive for it

LEGACY
Build for the future reflect with pride

ARE YOU READY FOR THE NEXT STEP?

As you progress through your rugby, study and work, here are a few questions to ask yourself...

Be honest and put a tick beside the ones you can say yes to:

- Do you have a driver's licence?
- Do you have a career plan other than rugby?
- Do you have a current curriculum vitae (CV)?
- Do you have a sensible answerphone message?
- Do you have a sensible email address?
- Do you always respond promptly to text, email and voice messages?
- Do you use social media responsibly?
- Do you make sure there is nothing on your social media accounts that would embarrass you or your family if it became public?
- Do you stop, think and get good advice before making important decisions?
- Do you have your own bank account?
- Do you plan your week ahead and know what you need to achieve?
- Do you wash your own training gear?
- Do you pack your own bag for training?
- Do you organise and prepare your own snacks and lunch every day?
- Do you have an IRD (Inland Revenue Department) number?
- Do you have a weekly and/or monthly budget?
- Have you paid off your debt?
- Do you have a separate savings account?
- Have you done a first-aid course?
- Do you help pack up the gear and clean up after training?
- Do you keep a notebook for your rugby information?
- Do you actively seek feedback from your coach?
- Do you look back on your week and reflect on what you have achieved and what you still need to work on?
- Do you use a diary or your phone to organise your week and plan the use of your time wisely, so you know what your commitments are and what you need to get done?

If you have some ticks missing, it is a good idea to start working on these as it is important to be self-reliant as you take the next steps into your future.

BEING PROFESSIONAL ISN'T ABOUT THE MONEY OR LOOKING THE PART

HOW MUCH DO YOU WANT IT? IF IT IS IMPORTANT
TO YOU, THEN FIND A WAY.

These things require zero talent but are very important
if you are going to be successful:

1. BEING ON TIME

2. WORK ETHIC AND EFFORT

3. POSITIVE BODY LANGUAGE

4. ENERGY AND ENTHUSIASM

5. POSITIVE ATTITUDE

6. PASSION

7. BEING COACHABLE

8. DOING EXTRA

9. BEING PREPARED

10. BEING RESPECTFUL OF OTHERS

“ Don't take things for granted, remember your roots and treat everyone with equal respect. Be humble and grateful for the opportunities. When things don't go your way, remember it is still really important to maintain your standards and values and a high level of professionalism. ”

DAMIAN MCKENZIE

IDENTITY

IT IS IMPORTANT NOT TO LOSE YOUR IDENTITY IN SPORT. SPORT IS SOMETHING YOU DO, IT IS NOT WHO YOU ARE. You are a person who plays rugby, not a rugby player.



“ You can’t achieve what you want by trying to be someone else. You have to forge your own identity and path. You get much better rewards by being authentic and true to your values. Be comfortable and proud of who you are and where you have come from. It is important to respect everyone’s background and their own individuality because diversity is what makes our world so interesting. ”

KIERAN READ

RUGBY IS NOT WHO I AM, IT IS WHAT I DO.

RESPECT & RESPONSIBILITY



“ You’re going to have challenges but stick to it. The problem now, in today’s society, unfortunately we want to follow people - we want to be the cool kids - instead of being who we really want to be. Go out there and do you. ”

SONNY BILL WILLIAMS

TREAT OTHERS AS THEY WANT TO BE TREATED, BUT ALSO UNDERSTAND THAT EVERYONE IS INDIVIDUAL AND HAS HIS OR HER OWN PERSPECTIVE. Sometimes you may have to ask, if you are unsure how to behave towards someone.

Take care of yourself - and also care for your teammates, friends and family; you’re part of a group, not a sole operator in life.

If you’re successful, remember just because you have made it, doesn’t mean you have a right to treat

others badly.

In fact, you have more of an obligation to be thoughtful. Bear in mind that alcohol and drugs take away your ability to make good decisions. Under their influence, you can do or say things that may harm others, and you may also regret your words or actions afterwards. For more information, read the Respect and Inclusion Protocol in the Protocol section at the back of this handbook.

DIVERSITY & INCLUSION

IT IS A HUMAN RIGHT TO HAVE YOUR OWN SET OF BELIEFS AND VALUES. This can extend to different religions, food, language, music, relationships and ways of living - all are expressions of culture.

If you think of life as being like the rugby field, there is a great range of physical, tactical and thinking skills within a good team, but everyone in that team has a place - and everyone knows the team won't function without that range. In the same way, there are all sorts of people in the world without whom we would not function.

Respect others, whatever their ethnicity, gender, age, background, religion, sexuality, ability level or culture. Be willing to listen and learn from others, and keep an open mind.



“ Sport is a wonderful vehicle for different personalities and cultures, so it is crucial that we embrace diversity and learn, grow and be accepting. Learning to interact with people on all levels and treating everyone with the same respect and the way you want to be treated is important.” **PORTIA WOODMAN**

WORK ETHIC

“ People can work hard when everyone is watching, but it's better to be someone who is prepared to put the hard yards in when no one is watching. The day you think 'I can't be bothered' is the day someone gets a jump on you. If you question whether you should or shouldn't, you definitely should.”

RICHIE MCCAW



WORK ETHIC MEANS DIFFERENT THINGS TO DIFFERENT PEOPLE AND THROUGHOUT THIS HANDBOOK YOU WILL SEE PLAYERS REFER TO IT FREQUENTLY. Here is what Brodie Retallick and Richie McCaw have to say about work ethic:



“ Developing a good work ethic is crucial in all parts of your life. Be honest with yourself: are you working as hard as you can both on and off the field? You will get found out pretty quickly if you're not. Hard work will beat talent in the long run. We all know the fitter you are, the more you will enjoy your rugby and be able to give that bit extra when it really counts, like in the closing minutes of a game.”

BRODIE RETALICK

PLAYER PROFILES

PORTIA WOODMAN



1. What are three things you think you need to be successful in life? Work ethic, discipline and enjoyment.

2. How do you maintain consistent good form in rugby? Work hard and be disciplined. Make sure all your decisions reflect your goals.

3. What do you know now that you wish you knew when you were younger? All the sacrifices are not sacrifices, they are choices for your goal.

4. What was the hardest lesson you have learned in rugby? Pressure comes in all different forms, but you can't underestimate pressure from affecting your game so you need to practise being in the pressure point. This way you are better prepared for when the high-pressure situations happen.

5. What do you do for enjoyment outside of rugby? Surfing

1. Why is working on your personal development while playing so important? It gives you balance outside of rugby. By having another focus, it gives you another sense of achievement when you reach the goals that you have been working towards. It also has the added bonus that if your rugby career is taken away, you are already working towards or prepared for the next chapter of your life. We are so lucky we get amazing opportunities in our rugby environments to further ourselves as people.

2. How do you cope with pressure? Keep perspective on things. By having a mixture of people in your life that are not consumed by rugby, they will help keep you grounded. Don't take life too seriously, obviously when playing and training you put 100 per cent into it, but make sure you have an off switch to enjoy time away from the game.

3. What is the best off-field tip you have been given? I am big at

being open to advice and taking things on board. I like the saying 'Don't correct a fool, or he will hate you; correct a wise man, and he will appreciate you.' That means be open to feedback and realise you always have things to learn.

4. What has been your biggest disappointment in rugby and what did you learn from it? Even though I was in the All Blacks, I was still on the bench for the start of both Chiefs Super Rugby finals. However, to get the best complete performance from the team in the run to the play-offs and title wins I came off the bench because the Chiefs coaches thought that was best for the team. I used that as motivation to play better and it helped me look at the bigger picture of putting the team first.

5. What is something on your bucket list? I would love to watch Roger Federer play Rafael Nadal in a Grand Slam final, so I will have to hurry up on that one.

SAM CANE



LIAM SQUIRE

1. What advice would you give yourself as a young adult? Make the most out of any opportunities and put yourself out there in anything that you feel passionate about or excites you. Don't be afraid to have a go at things.

2. When things get tough, how do you handle it? Rely on family and friends to talk things through. Get advice from people you respect and trust to help you through. Don't go it alone.

3. What is one of the best things you have done outside

of rugby? I found a hobby that I am passionate about, which is hunting, so it creates a balance and an escape outside of rugby. So far getting a 182-pound (83kg) boar has been the stand out.

4. What is the best rugby tip you have learned? Don't put all your eggs in one basket, have a balance because you will play better and have a better perspective and more appreciation for the game.

5. What do you value most in life? My family and my hunting dogs.

GOOD DECISION MAKING IS IMPORTANT



“ If you have your goal and have your plan, it is easier to make good decisions. If you are winging it without a plan and have no structure for the goal you are working towards, you lose focus and can make poor decisions that could be costly. Being a good person is paramount, and all the decisions you make, no matter how small, will help the big picture so make them count. ”

TIM MIKKELSON

“ Making good decisions is important because it determines where you are heading in life, and if it's not the right decision you can find yourself going down the wrong path. Think things through thoroughly before you rush decisions as they could have long-term effects. ”

SELICA WINIATA



SURROUND YOURSELF WITH GOOD PEOPLE.

BE A GOOD PERSON AND WATCH YOUR BEHAVIOUR ON AND OFF THE FIELD.

HAVE A GOOD BALANCE AWAY FROM RUGBY.

THINK ABOUT OTHER PEOPLE AND THE IMPACT YOU HAVE ON THEM.

TREAT PEOPLE WITH RESPECT.

MAKE NO EXCUSES.

YOU WILL HAVE TO MAKE SACRIFICES.

BE HUMBLE AND APPRECIATIVE.

STAR MODEL

STOP



THINK

1. What is the situation?
2. What should I do and why?
3. Do I have to act right now?
4. Is my action legal?
5. Who can I talk to about the situation?

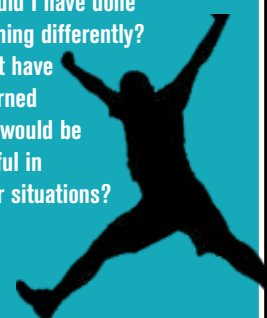


ACT



REFLECT

1. What was the result?
2. Should I have done anything differently?
3. What have I learned that would be helpful in other situations?



YOU ARE RESPONSIBLE FOR WHAT YOU PUT IN YOUR BODY

SLEEP

AIM FOR 10 HOURS PER NIGHT

Try to get off your devices an hour before you go to sleep. The blue light from the screens affects levels of the sleep-inducing hormone, melatonin.



FOOD

FRESH IS BEST SO KEEP IT AS NATURAL AS POSSIBLE



HYDRATE

AIM TO DRINK 3 LITRES OF WATER PER DAY

Hydration is an important part of your body's recovery.



RECOVERY

MUSCLE REPAIR

Good recovery is important to help you perform at your best.



MEALS

AIM FOR 3 GOOD MEALS PLUS 3 SNACKS EACH DAY

Main meals should include vegetables, protein and some carbohydrates. Fruit is great post workout snack.



SNACKS

Stay away from processed foods or anything in a wrapper
Eat a recovery snack 30 minutes after each workout.
Eat your post-recovery meal 1-2 hrs after the snack.



PROTEIN

PROTEIN HELPS MUSCLE RECOVERY

Protein comes from lean meats, nuts & dairy products. Milk powder is a great source of protein so add it to shakes and smoothies.



MILK

MILK IS ONE OF THE GREATEST SPORTS DRINKS IN THE WORLD

Chocolate milk is a good recovery drink.



SUPPLEMENTS

FOOD FIRST

Only full-time professional athletes need supplements and those should only be a top-up for good eating. Check out our supplements top tips on page in the protocol section.



CLEAN SPORT

MAKE GOOD DECISIONS & KEEP SPORTS CLEAN BY BEING DRUG FREE

For more information about supplements, pre-workout shakes, energy drinks, herbal remedies, vitamins or medicine visit: www.drugfreesport.org.nz



MUSCLES

MUSCLES NEED 3 THINGS TO GROW

- 1) Good calories (food)
- 2) Protein
- 3) Sleep



PLAN AHEAD

TO EAT WELL YOU NEED TO BE ORGANISED SO PLAN YOUR MEALS AND SNACKS AHEAD



MEAL GUIDELINES

Breakfast: slow-burning carbohydrates and protein. For example, porridge, Weetbix, eggs, baked beans.

Lunch: protein, vegetables and some carbohydrates.

Dinner: protein (lean meat), vegetables and some carbohydrates (e.g. kumara)

Snack ideas: Fruit first! Tuna and rice crackers, smoothies, chocolate milk.

Visit www.onlinelearning.nzrugby.co.nz to work through the nutrition module. It has lots of tips and easy recipes (see below) for you to try. It is FREE - you just need to register by putting in your details. You can work through the module in stages and go back to it when you need to.



“ You have to look after your body. Give it the right fuel for what you want to achieve in rugby, so it can cope with when you put your body through endurance and can perform at peak levels. As I have learned more about the importance of good nutrition, I have made better choices and improved my performance. ”

LIAM SQUIRE



YOGHURT “BOMB”

INGREDIENTS

- 1/2 cup Greek yoghurt
- 1/4 cup toasted muesli (low sugar)
- Small handful of blueberries
- Custard (shop bought is fine)
- Pumpkin seeds (or other type of nuts)

METHOD

1. Fill a drinking glass with 1/2 cup Greek yoghurt.
2. Create the next layer by sprinkling 1/4 cup of toasted muesli on top.
3. Cover the toasted muesli with a small handful of blueberries.
4. Finish with a small amount of custard, roughly 2 tablespoons and a handful of nuts/seeds e.g. pumpkin seeds.



DIFFICULT CONVERSATIONS

AT CERTAIN TIMES IN YOUR LIFE YOU ARE GOING TO HAVE TO HAVE SOME CONVERSATIONS THAT REQUIRE YOU TO BE COURAGEOUS. It might be asking coach why you are not getting picked, asking for feedback, ringing someone to ask why you didn't get a job and what you need to work on, asking someone how you can improve or breaking up with a partner.

HERE ARE SOME TIPS TO HELP YOU:

- Have a clear goal about what you are trying to achieve by having the conversation.
- Try to use 'I' statements to put the focus and responsibility onto you.
When you use 'You' statements it puts the responsibility and focus onto the listener and has the ability to get them defensive straight away. It is also a way to help your message be heard.
- You need to own the situation and remember to make statements not accusations. For example:
"I feel.....when..... because"
- Be calm and use a voice that you would use if you were asking someone to **"Please pass the salt."**
- It is useful to write down some points on what you want to say.
- Take some deep breaths before you start talking.
- When the person talks back to you, make sure you don't interrupt them and let them finish.
- Try to stick to the facts.
- It is important to remain calm especially if you are trying to get a certain outcome.
- If things get heated, or you feel like you have hit a brick wall, you can also stop the conversation and say **"Let's continue this another time when everyone is a bit calmer,"** or **"Let's go away and think about this and continue this conversation at another time."**
- Challenging conversations can improve situations as long as you communicate what you are trying to achieve clearly. For example: **"I would like to understand why I am not getting much game time and what I need to work on to get more game time."**



“ With courageous conversations, it is important to ask the hard questions, so you improve and know where you stand, but be prepared that you might not like the answer. If the conversation is hard and it is for the right reasons, it is important to have it, otherwise it plays on your mind. The wording and tone that you use is really important. Keep the emotion out of it and try to not to make it personal. ”

SAM CANE

NERVES

It is normal to get nervous before public speaking or difficult conversations. Try these ideas to help calm your nerves:

- Drink some water.
- Go to the bathroom and shake your body all over for 30 seconds to get rid of nervous energy.
- Stand with your feet wide apart and your head back, take four deep breaths before you enter the room you're going to speak in.
- Don't look at your phone just before you go in as it brings your body into a curled position, which can be seen as showing lack of confidence. Instead walk into the room positively with your head up and shoulders back to give you confidence.
- Practise in the mirror what you want to say. Just like in sports, practice does make a difference and being prepared does help, so check your notes or run over in your head what you want to say.



PLAYER PROFILES

TYLA NATHAN-WONG



1. What advice would you give yourself as a young adult?

There is always going to be road bumps or obstacles that might divert the path that you want to go down, but remember they are not there forever. It is important to make sure you enjoy what you do and have fun on the way to achieving your goals.

2. When things get tough how do you handle it?

Take a breath, remember why you are doing what you are doing in the first place and that it is okay to ask for help, whether that be from a family member, team

mate, coach or friends.

3. What is one of the best things you have done outside of rugby?

I found something that I really enjoy, which is studying. I am currently studying a Bachelor of Sport and Exercise Science. I also enjoy doing road trips and touring New Zealand.

4. What is the best rugby tip you have learned?

Whatever decision you make at that moment is the right one, so back yourself and don't go in half-hearted.

5. What do you value most in life?

Family.

1. What are three things you think you need to be successful in life?

Enjoy what you do, be passionate about it. Have a good work ethic. Have an ability to learn and grow.

2. How do you maintain consistent good form in rugby?

By maintaining the ability to continue to learn and grow each day. Listen to everyone's advice and decide what is most important and what works for you. Don't be complacent, a strong work ethic is crucial.

3. What do you know now that you wish you knew when you were younger?

Talk about things, don't let them bottle up and don't be afraid to ask for help - that is for

everything like help at school, help with coaching, anything you don't understand, or anything you want to get better at.

4. What was the hardest lesson you have learned in rugby?

Missing out on selection when I thought I was good enough and my dad was the coach. Then he made me follow the team during the school holidays! It taught me to take every disappointment as an opportunity to get better, to be humble and when you have an opportunity make the most of it.

5. What do you do for enjoyment outside of rugby?

I spend time with my family, get outdoors, fishing, hunting or any rural things.



SAM WHITELOCK

1. Why is working on your personal development while playing so important?

It helps you on the field because you have something else to work towards off the field and you take comfort in the fact that you are preparing for your next career.

2. How do you cope with pressure?

I think training under pressure helps you prepare for the high-pressure situations. We try to have edge at our trainings, so you get used to the pressure. Talk to people close to you and have the ability to be able to switch on and off. Having other things outside of rugby will help you cope with pressure and give you perspective.

3. What is the best off-field tip you have been given?

Try to be positive and be grateful

for the things you have. Again, it helps you with perspective.

4. What has been your biggest disappointment in rugby and what did you learn from it?

The Rio Olympics, we didn't get the result we were after. I came home and spent a few weeks on a paint brush and what it taught me was that it is not what happens, but how you deal with it. Things do not always go to plan but having the ability to recalibrate yourself and draw strength and support from those closest to you will help. The pain eases with time.

5. What is something on your bucket list?

I would love to go to the Super Bowl final and I would like them to have the Red Hot Chili Peppers as half-time entertainment.



TIM MIKKELSON

GREATS OF THE GAME



1. What are you doing now? Flying helicopters for Christchurch Helicopters.

2. What are three things you think you need to be successful in life? Perseverance because things don't always go your way, a good work ethic and the right attitude, and being prepared to get feedback and ask questions. Don't be afraid to find out more by being interested in how and why to be better.

3. What transferrable skills did you learn in rugby that you use in life now? Being part of a team is hugely important, as is how to interact with people and trusting people to do their job so you can do yours. Being able to deal with feedback, good time management and understanding leadership and what it takes to be successful.

4. What advice would you give yourself as a young adult? That you don't have to be the most talented to be successful, perseverance and being bloody-minded and knowing where you want to get to are key attributes. Make sure you enjoy the journey, which is something I could have done better. Don't think you have arrived when you haven't, but enjoy the journey because that is important.

5. What was your biggest disappointment in rugby and what did you learn from it? When you're favourites to win a World Cup and you come up short, it shows you that just because you have the best name or team on paper, there are a lot of other factors at play. It is not just physical skills and talent, it is a lot of preparation and mental skills that go into the mix. To be successful in the big moments isn't the magic, it is being able to execute what you need to when it counts.

6. What is something on your bucket list? To gain the respect of people in different fields, not just rugby and to prove that I can handle different things by learning new things. My other two are to be able to fly helicopters under any circumstances and to have a family.

7. Looking back on your career, what was the highlight? One of the best things was being involved in the change of culture in the All Blacks and building the All Blacks team into a culture that people wanted to be a part of. We went from a team that would crack under the biggest moments to, towards the end of my career, a team that would cause other teams to crack,

so learning to handle the big moments was a big highlight.

8. When things get tough how do you handle it? Sometimes you can feel like everything is wrong, but understand the fact and not the feelings. The fact is not everything is wrong so by getting one thing right it can change everything. Perseverance is key: everything that is worth achieving won't come easy and you have to expect road blocks

and humps. It is tough at the time but by working out how to get around the road blocks, it provides great satisfaction.

9. What is one of the best things you have done outside of rugby? Getting married.

10. What don't you miss about rugby? I don't miss the rehabilitation from injuries.

11. What do you value most in life? Family and health.

12. What was the hardest lesson you have learned in life so far? You realise that you are never going to please everyone and sometimes the people with the loudest voice are the minority.

13. What do you do for enjoyment? Flying is something I enjoy, especially gliding. I am now into adventure racing, it gives me great satisfaction by being out in the wilderness.

14. If you had \$30, how would you spend it? I would buy my friends a coffee.

15. Who is someone (dead or alive) that you would like to meet and why? I am intrigued by Winston Churchill so I would like to meet him. With my grandfather involved in the war I am intrigued by that and Winston's involvement.

RICHIE MCCAW
Double Rugby World Cup winning
All Black captain, most capped
All Black (148 tests), Crusaders,
Canterbury



COMMUNICATION IS IMPORTANT



“ It is respectful to get back to people and be a good communicator. By making good communication habits it reflects well on you as a person, which can create opportunities. It is also important to be consistent - just because you get higher up in the game, you should still maintain your values and your good communication skills.” **ANTON LIENERT-BROWN**

BEING CONSIDERED A GOOD COMMUNICATOR IS IMPORTANT IN ALL ASPECTS OF LIFE, IN YOUR ROLE AS A PLAYER, STUDENT, EMPLOYEE, EMPLOYER AND FAMILY MEMBER. Nearly every role in life relies on good communication.

Being a good communicator will enhance your opportunities in life because people like to deal with and help people if they are reliable and communicate well and in a timely way. Here are some useful and simple tips that will help you to be a good communicator.

RECORD A SENSIBLE PHONE MESSAGE: Have a grown-up, sensible phone message. You never know who will call you. People might judge you on your phone message and make a decision about an opportunity based on it. If you are not very good at clearing your phone messages, consider saying something like “Please send me a text message if you need a quick response,” on your phone message.

“Hello you have reached (insert first and last name). I am unable to take your call but it is important to me, so please leave a message or send me a text message if you want a quick response. Have a good day.”

REPLY TO TEXT MESSAGES: If someone takes the time to send you a text message, please respond. People might be offended if you don't respond or they could view it as bad manners. If you are driving, don't respond until you stop driving. (If it is a message that you are not sure how to reply to, ask for help from a parent, support person, coach, manager or mentor.) The only messages you should not reply to are offensive ones or that contains bullying.

(Phone Netsafe for advice on cyberbullying - 0508 NETSAFE - or check out the social media page in this handbook for more help.)

RING PEOPLE BACK: If someone takes the time to phone you, have the respect to ring them back. If it is a person you do not wish to talk to, get someone else to call back on your behalf acknowledging the call.

REPLYING TO EMAILS: It is important to reply to emails as quickly as you can so people at the other end can get on with their tasks relating to the email. If the email requires some work from your end that you don't have time to do immediately, simply reply saying: “Thank you for your email. I will respond to your request on (insert day).” Give yourself enough time to do the work, but make sure that you follow up when you've said you will.

IF YOU ARE RUNNING LATE, LET PEOPLE KNOW: Phone ahead to let people know you are running late so you show you value their time and so they can get on with other tasks until you arrive.

CONTRACTS: Make sure you carefully read anything before you sign it. If you don't understand it, get a more experienced person that you trust to help you or contact the NZRPA on 0800 PLAYER

Never sign anything you don't understand!

Would you ignore a call from the All Blacks coach? You never know who is on the end of the phone when it rings or what doors that call might open now or in years to come.

BODY LANGUAGE: The way you carry yourself and how you stand or move says a lot about you as a person. Good, strong, positive body language is important both on and off the field. Stand strong, with your head up, shoulders back and walk with a purpose.

TIME MANAGEMENT

HERE ARE SOME USEFUL TIPS TO HELP YOU TO GET THE MOST OUT OF YOUR TIME.

If you are well organised with good time management, you are likely to be less stressed, which can help to improve your performance and give you better results.

“ If you're not sharp on being where you need to be on time, how disciplined are you going to be to achieve your goals? Good time management is a skill you need to learn early on. Plan your week and be organised and it will help you be on time, because you will have less on your mind. I use both a diary and a Google calendar in my phone. ”

BEAUDEN BARRETT

If someone gave you \$86,400, you would pay attention to how you spent it. Each day you get 86,400 seconds. Do you use them wisely?

- **Use a diary, calendar or wall planner** - planning your time is one of the most important tasks you can do. Most mobile phones have calendars on them, which is a great place to put in all your appointments, trainings, work and other commitments.
- **Plan your week ahead** - know what you need to get done, what you will need and where you need to be. Plan your day the night before so that you are prepared. Set reminders on your phone if you need to.
- **Get up early** - if you get up late, you start your day behind the clock. Set an alarm and get up straight away to maximise your time.



It is important to make time to work on your personal development to grow your skills outside of rugby.

- **Write down important things and make to-do lists** - write a to-do list every day to help you keep track of what you need to achieve. Use your phone, a diary or a notebook to record appointments and any other important things so you won't forget them.



- **Schedule downtime** - make sure you schedule time to do some of the things that you love to do, like spend time with friends. It's a great idea to do this as it helps you to recharge your batteries. Don't forget to put in your sleep time too, as that is super important!



- **Identify time-wasting habits and distractions**

- identify what wastes your time. Do you procrastinate? Do you spend too much time on Facebook, PlayStation or watching TV, which then slows you down or stops you achieving your tasks? You can get special apps on your phone to show you how much time you spend on it, like Quality Time. Just Google 'screen time use apps' then download one.



- **Learn to say 'NO'** - stop letting people impose on your time. It is often okay to say 'no', it just takes some practice. Overcommitting can cause stress. You can't do everything so prioritise what is important.



- **Aim to arrive early for appointments** - set reminders so that you are at least 15 minutes early. If you are late, you are not valuing other people's time or your own. If you are running late, ring ahead and let people know so they can use their time wisely.



- **Check Google Maps** - when you are going somewhere, always check where you are going on Google Maps before you leave. This will tell you how long it will take you to get to your destination and the best route to take. It will also let you know if there has been an accident that will cause you to be late.



- **Prioritise** - know exactly what tasks need to take priority each day.
- **Avoid multi-tasking** - as a rule multi-tasking doesn't work and should be avoided.
- **Meals** - pre-cook some meals on a Sunday and freeze them. Then when you get home from training you can just microwave one.

- **Take your lunch** - if you take your lunch every day, you won't waste time trying to find a place to get or have lunch, and it will save you money.

- **Write down EVERYTHING that's worrying you** - it's good to do this at least once a week. When you write these things down, they take up less mental energy and you might even sleep better.



- **Make time to work on your mental wellness** - you spend plenty of time training the rest of your body, so make sure you put time aside to work on your mental wellness. The health of the top two inches of your body is important to your performance both on and off the field.

“ In the All Blacks, if you are ten minutes early to meetings you are considered late. ”
SAM CANE



NZRPA BY THE PLAYERS
NEW ZEALAND RUGBY PLAYERS ASSOCIATION FOR THE GAME.

CAMARADERIE FRIENDSHIPS FOR LIFE



PLAYER PROFILES

WAISAKE NAHOLO



1. What are three things you think you need to be successful in life?

Set goals, be driven and enjoy what you do.

2. How do you maintain consistent good form in rugby?

By looking after your body and enjoying playing rugby. Knowing why you play rugby motivates you.

3. What do you know now that you wish you knew when you were

younger? To believe in myself and take every opportunity you get in life.

4. What was the hardest lesson you have learned in rugby?

Opportunities might only come around once and you've got to take every one you get.

5. What do you do for enjoyment outside of rugby? A bit of paddle boarding, play video games and chill with my dog.

1. What advice would you give yourself as a young adult?

Make the most of every opportunity you get.

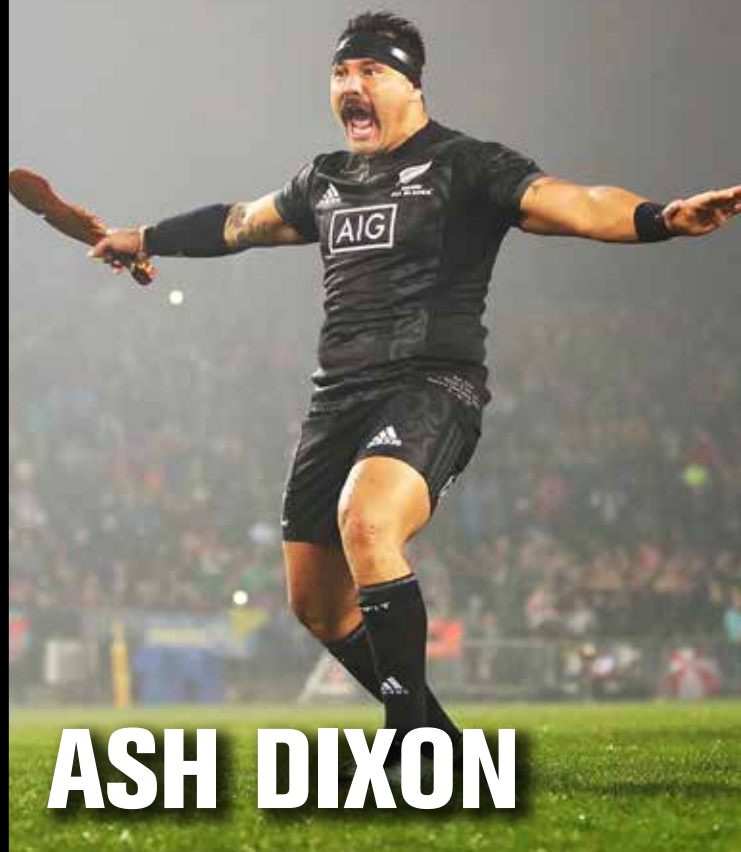
2. When things get tough how do you handle it? Trust the process.

3. What is one of the best things you have done outside of rugby?

Getting married and having two healthy kids.

4. What is the best rugby tip you have learned? Always look to get better.

5. What do you value most in life? My family.



ASH DIXON

1. Why is working on your personal development while playing so important?

Because the world outside of rugby is a lot different. Even though you play hard and train hard, you get everything handed to you on a platter in rugby. Things are readily available, so you need to work on personal development so that when you get outside of that bubble you are prepared with the skill-set for life.

2. How do you cope with pressure?

Being able to recognise how you are as a person when you are under pressure. By learning how you react then you can build a strategy, if you learn the signs you can overcome the situation. Live in each moment, don't dwell on the past and focus on the present.

3. What is the best off-field tip you have been given?

Always use your manners. It definitely makes a difference in life when you use your manners around people.

4. What has been your biggest disappointment in rugby and what did you learn from it?

The second time I did my shoulder - I only had one game back after a shoulder reconstruction and did it again. I struggled with the thought of another nine months of rehabilitation. I had to change how I viewed it. My family was important and rugby was a blessing, so that took the pressure off and I was able to take my time and looked at it as if it is meant to be. That gave me perspective.

5. What is something on your bucket list? Get the courage to sky dive with my partner.



NIALL WILLIAMS

FINANCIAL TIPS

“If you still live like a student when you start earning more money, you will do well. Be careful with your money, just because you earn more doesn't mean you need to spend more. Learn to save for your goals and the years to come because you never know what the future holds, so it is good to be prepared.”

BEN SMITH

BELOW ARE SOME MONEY TIPS THAT WE THINK YOU WILL FIND USEFUL:

Learn self-control - know where you spend your money and where the temptations to spend are. Learn to say NO to yourself and others! Don't be generous to others when you know you can't afford it.

Plan - take control of your own financial future. Have a plan for what you are trying to achieve and set some goals, for example, saving for shoes, a new car, an overseas trip or a house.

Join Kiwisaver - you will be forever thankful that you did. To find out more about this retirement savings plan, visit www.kiwisaver.govt.nz

Pay debt - start paying your debt off as soon as possible, even if it is only a small amount each week it soon adds up.

Start saving - set up separate accounts for your goals. Use payline splits/automatic payments to split your income into accounts so you save automatically. Put some of every pay into savings even if it is just a few dollars.

Live within your means - don't spend like a rock star when you don't earn the sort of money that they earn. If people ask you to lend or give them money, only give what you can afford or say no. If you are expected to give money to family, it is a good idea to plan for it so it becomes part of your budget. Consider starting a separate savings account for it and only put in it what you can afford.

No credit cards - use a debit card instead of a credit card for spending. Pay with the money you have or say no instead of using a credit card and putting yourself into debt.

Emergency fund - always have a small emergency fund stashed away (at least one week's pay) so you can cover any unexpected emergency costs.

Be wary - be wary of loans, hire purchases and credit cards as interest rates (the extra fee you pay for having access to their funds) on these are usually quite high.

Understand tax - the gross amount of pay you get will be different to what you get in the hand (net amount) because tax will have been taken out of it. Tax is what goes to the government to help pay for all the things that keep the country running.

UNDERSTANDING AND BEING IN CONTROL OF YOUR FINANCES IS AN IMPORTANT PART OF LIFE. GETTING INTO GOOD HABITS WITH SPENDING AND SAVING WHEN YOU ARE YOUNG WILL BENEFIT YOU FOR LIFE.

If you are in financial trouble, ask for help because you can fix it if you have a strategy. Your local bank is a great place to ask for help and it is part of their job to help people.



BANK ACCOUNTS

It can be useful to have three bank accounts:

SAVINGS

saving for a car, house or holiday or anything you have as your goal

DAY TO DAY

lunches, spending money for going out

BILLS

rent, phone, groceries and petrol



COST SAVING TIPS

- Make and take your lunch with you every day
- Buy drinks in bulk from the supermarket instead of at the dairy or lunchbar
- Take a reusable water bottle with you everywhere - tap water is free
- Carpool - share both the driving duties and the cost of petrol each week
- Set yourself a weekly spending limit and stick to it
- Planning your spending helps to stop you from making impulse buys
- Do your research online so you know what things will cost when you go to buy them
- Try to stay away from putting things on a credit card



“ Spend money on the things you need, not what you want! Just like in sport, it is important to have financial goals and plans as to how you will achieve them. ”

TYLA NATHAN-WONG



DEALING WITH DISAPPOINTMENT



DISAPPOINTMENT IS THE FEELING OF DISSATISFACTION THAT YOU GET WHEN YOUR EXPECTATIONS ARE NOT MET AND WHEN THINGS DO NOT TURN OUT AS YOU HAD HOPED. IN SPORT, THIS IS INEVITABLE. You can feel disappointed when you lose games, don't get enough game time, don't get selected for a team or get injured.

By having a balanced life (having a variety of different interests), it can help you when you face disappointment because you have other things to help give you perspective. It can be helpful to focus on being grateful for other aspects of your life.

The act of service (doing things for other people) releases chemicals in your brain that can make you feel better.

It is important you learn how to handle disappointment as it is part of life. It also presents a great opportunity to learn and grow from the experience. Here are some strategies to help deal with disappointment for you to think about:

- **Try to handle it with dignity (in a composed manner)** - how you handle your disappointment could play an important part in future opportunities. People may watch how you cope with disappointment to see how your character shines through, so try to conduct yourself well in front of your coach and team. Try not to make any rash decisions while you are in an emotionally heightened state because of disappointment. Take a few days and let things calm down before making any major decisions.
- **Try not to take your feelings out on others** - it is okay to be gutted, sad and angry, but it is not okay to take these feelings out on other people. Try exercising, listening to your favourite upbeat music or hanging out with some mates who make you happy.
- **Develop an action plan** - use your disappointment as a motivator. What did you learn from the experience? How can you do things differently to improve in the future?
- **Talk through your disappointment** - own your feelings and talk through your experience with

someone you trust. Other people can help put your disappointment into perspective and help you navigate through it. Mentors or older people with life experience are good to help you through these feelings.

- **Fact versus feelings** - assess what the actual facts are rather than just solely relying on your emotional reaction to the disappointment. Your perception of things might not be a true reflection of the situation. Give yourself time to process the disappointment and try to refrain from venting in public. You might be tempted to have an emotional outburst on social media, but that can make a problem bigger and draw more attention to it, without helping the situation at all.
- **Don't turn to alcohol to mask your feelings** - talk to people or do some exercise instead.
- **Try to learn from it** - many of the world's most successful people have all experienced failure at some time but have learned from it and made changes.

- **Try to get your mind off it** - do something to help people who need it. This will help you to stop focusing on your own situation. Helping people makes you feel better and can help you to put things into perspective.
- **Acceptance** - we know some things are bound to happen, but we are not always willing to accept them. We can be quick to blame others, wallow in our own disappointment, feel sorry for ourselves and be overwhelmed by emotions. The reality is you have to accept that you will be disappointed again and experience these feelings again, it is part of life so use the experience in a positive way if you can, and "turn the lemons into lemonade".

“ The best way to get over disappointment is to focus on what you have coming up next. It is hard to get over tough losses, but there is always something on the horizon that you can focus on. It is a good idea to use disappointments as a motivator and learn from them so you do better next time. ”

KIERAN READ



DEALING WITH INJURIES

NEPO LAULALA HAD JUST MADE THE ALL BLACKS WHEN HE SUFFERED A SERIOUS KNEE INJURY DURING PRE-SEASON TRAINING AT THE CHIEFS. He was told by his doctor that there was a good chance he would never play rugby again. Nepo committed to his rehabilitation programme with such dedication that he went on to make it back into the All Blacks a year later. Since then, Nepo has had another injury but is working his way back.

“ You just have to accept that everything happens for a reason and don't lose sight of what you are trying to achieve. Write your goals down. Make a plan and do the rehabilitation properly, don't take short cuts, and realise there is no easy way. Listen to your body. While you are injured in one area, it is a good time to work on other parts of your body. Don't use your injury as an excuse, use it as motivation. ” **NEPO LAULALA**

PLAYING WHEN INJURED

WHEN YOU ARE INJURED YOU WILL NEVER PLAY TO YOUR FULL POTENTIAL AND YOU WILL PROLONG YOUR RECOVERY FROM THAT INJURY.

If your injury is not treated and you continue to play you could cause long-term damage.

It is important to communicate any injuries to your medical team so a treatment and management plan can be put in place.

By communicating with coaches about your injury, they will be able to identify when opportunities are available for you in the future. If you are worried about missing out on an opportunity and, as a result, you decide to play injured without telling coaches, it could cause you not to be selected and impact your future opportunities. Plenty of players come back from injury to be just as good as they were before their injury - if not better. The key is to do your rehabilitation properly.



“ Having good technical support in the contact area and good coaching in how to deal with rucks will help with concussion, but it is important you are honest with your symptoms and look after your body. No one else knows how you feel so be up front and don't try to hide any symptoms, and follow the concussion protocols and medical advice. ” **KENDRA COCKSEGE**

CONCUSSION

CONCUSSION NEEDS TO BE TAKEN SERIOUSLY. IT IS IMPORTANT TO RECOGNISE THE SIGNS AND SYMPTOMS OF CONCUSSION. These are the physical signs (What you see), the Memory (What they say), the Clinical Symptoms (how they feel) and the Red Flags (if they require hospitalisation). Any player with a suspected concussion must be removed from play immediately and must not be returned to activity until they are assessed medically and have followed the recommended return to play stages.

View the concussion protocols in the Protocol section of this handbook and read the RETURN TO PLAY STAGES on the following page.

INJURY PREVENTION AND UNDERSTANDING YOUR BODY

- It is important to be vigilant with pre-habilitation exercises and strategies programmed for you as you move through your career. There is no point squatting 200kg if you don't strengthen your hamstrings and tear them! If you do not have these researched exercises/stretchers as part of your programme, find a trainer or physio who can help you establish which exercises are best to help you avoid injury.
- Make it a goal to educate yourself about injuries throughout your career. Understand both how to prevent them and the best ways to recover from them. Learn to listen to your body thereby preventing injury. Find out what your body responds to when training in order to help you to reach optimal condition to play.
- Rugby is a contact game and all professional rugby players will have injuries, the key is knowing what you can play with and what you can't. It's vital to understand that playing with an injury can compromise recovery or even cause long-term damage.
- It is important to find and surround yourself with people (physio, doctor, trainers) who you have confidence in to help make these decisions. The status of the game will also affect this decision-making process.

- As you move through your career, you will work out what you respond to best and what is detrimental to you. Be comfortable saying no to or questioning trainers and physios or asking them to justify training programmes given to you.
- With all injuries (ACC covered or NZRU-contracted players) you are entitled to a second opinion to be sure they are being managed optimally.
- Injuries can be mentally challenging, so it is important you reach out and talk to people you trust about how you are feeling and what you are going through. Most players will tell you they get down when they are injured, but having things to focus on outside of rugby helps. It can also be a good time to get all those other little niggles right while you are rehabilitating.
- It's been proven that positive/happy people recover from injuries faster. Research also suggests that appreciating the positive things in life is key. This is also known as gratitude, which is something you will see players talk about throughout this handbook.
- Research also shows the use of visualisation can improve your physical ability to perform on the field lineout throwing, passing, kicking, tackling etc.



“ Be honest with where you are at with your concussions. Treat concussion like any other injury - give it the respect it deserves and that might mean having some time away from rugby to recover properly. Trust in the process once you are getting symptoms and follow the medical advice. Put your health first. ”

BEN SMITH

DEALING WITH INJURIES

YOU NEED YOUR OWN DOCTOR

It is important to have a personal GP (General Practitioner) independent from your rugby team doctor. There are two reasons for this. Firstly, team doctors are very busy and may not have sufficient time to look after everyone and secondly, your GP will give you independent advice.

ALCOHOL AND INJURY

Alcohol consumption is detrimental to recovery from injury and lowers protein synthesis by 20 per cent thereby negatively affecting muscle growth and healing. Consuming alcohol also decreases testosterone (male hormone) and increases oestrogen (female hormone).

SMOKING

Smoking slows down your body's ability to rehabilitate and heal wounds and affects your muscle recovery.

DID YOU KNOW:

Bowel cancer is now the most common cancer in New Zealand according to new Ministry of Health data - www.beatbowelcancer.org.nz

Testicular cancer can occur in young men so frequently examine yourself for any deformity or lumps in your testicles - www.testicular.org.nz

Breast cancer can also occur in young people and even men, so it is important to self-examine for any lumps or changes in the breasts -

www.breastcancerfoundation.org.nz

If you find anything unusual report it to your doctor.

STOP THE SPREAD!

It is important to make sure you wash yourself with soap properly every day to help prevent infections and the spread of boils.

Instead of shaking hands in a team environment, fist bumps have been proven to reduce the spread of germs.

Use hand sanitiser regularly - keep some in your gear bag.

Wash your hands after going to the toilet and before touching food.

If you are sick, stay away from the team to stop the spread of germs and infections.

If you have wounds, make sure you keep them clean and covered while you are playing.

The field can be a grubby place, so after the game make sure you hit the showers even if they are cold!

Use condoms to prevent sexually transmitted diseases and unplanned pregnancies.

Look after your mates both on and off the field.

BE AWARE

Keep an eye on your health and if you notice any changes do not ignore them. Go to your doctor. It is better to be reassured that nothing is wrong than miss the signs and symptoms of something more serious.



GRADUATED RETURN TO PLAY (GRTP)

All players diagnosed with a concussion or suspected concussion must go through the GRTP described in this poster. For more information talk to your coach, your local union, contact New Zealand Rugby or check out rugbysmart.co.nz



CONCUSSION

Rehabilitation Stage	Minimum Time	
	U19	19+
1 Rest / No Activity Complete mental and physical rest. No screens.	2 days	2 days
2 Light aerobic exercise Symptom guided low - moderate intensity activities (walking and stationary cycling).	14 days	14 days
3 Rugby-specific exercise Running drills, no impact activities.	2 days	1 day
4 Non-contact training drills Progression to more complex training drills: passing, catching, may start doing weight training.	2 days	1 day
5 Following medical clearance full contact practice May participate in normal training activities (contact training).	2 days	2 days
6 After 24 hours return to play Player rehabilitated.	1 day	1 day

RECOGNISE | REMOVE | RECOVER | RETURN

ACADEMY PLAYERS' TOP TIPS



“Learn to be disciplined. The reality is you won't always be motivated 365 days a year. That's why you have to learn how to be disciplined. When your alarm goes off at five or six in the morning and you can't be bothered, discipline will get you out of bed.”

OFA TU'UNGAFASI

Use a diary or your phone to put all your appointments and commitments in as there is so much going on.

Social media is a big use of your time and time is precious, so be careful how much time you spend on it.

You have to have balance, even though there is not much time, make sure you do things away from footy that you enjoy

Being organised is the key - with meals, being on time and prepared.

There will be a bit of information during the year so having a book to write it down in is important.

Ask questions as much as you can and don't be shy.

Use the people available in the environment to help you as much as you can.

Balance in life is a juggle or a struggle - rugby, work, study, social life - being organised is key.

You need your sleep so don't be sucked into playing on your phone or watching TV till late.

Ask for help. If you are struggling in any area, don't go it alone as that just makes it worse.

Food is important: pack your lunch and all your snacks because your days are pretty full - take more than you need!

Get your driver's licence, you will need it for work and to get to training. It also gives you independence.

Get into the habit of saving. Even if you only put a bit away. Join KiwiSaver when you start earning.

Make the most of all the sessions available, and pay attention because they all help in the long run.

Insure your car, even if it is third party insurance - the reality is you can't afford to pay for another car if you crash.

Think before you act.

Have fun - it's just footy!

Don't hide injuries.

Always give your all.

Be open to learning.

Have goals to work towards and make good decisions in other areas of your life to help you achieve those goals.

Good communication is important - let people know if you are going to be late.

Keep connected with your family and friends outside of rugby because they help to give you perspective.

Drive your own development - be proactive so you don't miss out on opportunities.

Time management has to be good - make small sacrifices and turn up.

PLAYER PROFILES

MATT DUFFIE



1. Why is working on your personal development while playing so important? Firstly, footy doesn't go forever and you are only one injury away from retirement. I also think it gives good life balance as footy can get quite overwhelming sometimes. It is a good way to take your mind off the pressures of footy.

2. How do you cope with pressure? I think being a bit older now allows me to put things in perspective a bit easier. I also do yoga which helps with the

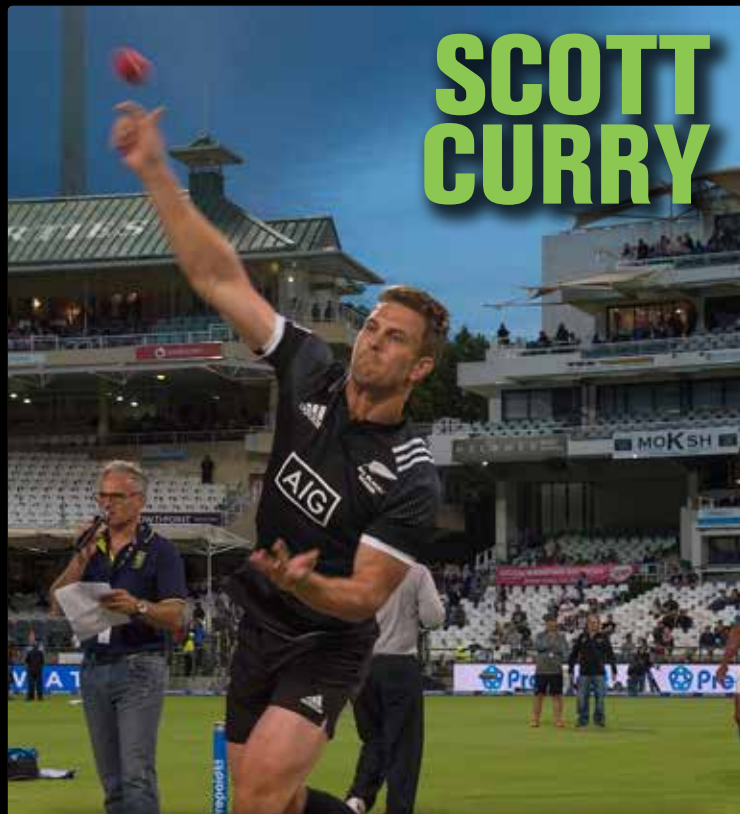
everyday pressure of footy.

3. What is the best off-field tip you have been given? If you are going to do something, do it properly.

4. What has been your biggest disappointment in rugby and what did you learn from it? Not realising how good playing footy for a job was until injury nearly took it away from me.

5. What is something on your bucket list? Owning a holiday house that my family and I can use.

SCOTT CURRY



1. What are three things you think you need to be successful in life?

Courage, discipline and patience.

2. How do you maintain consistent good form in rugby?

Making sure I prepare well on and off the field.

3. What do you know now that you wish you knew when you were younger? Having confidence in my abilities as a rugby player.

4. What was the hardest lesson you have learned in rugby?

Things don't always go your way, but it is important that you learn from your losses and use those losses as motivation to improve.

5. What do you do for enjoyment outside of rugby?

I enjoy playing other sports, going fishing and walking my dog.

1. What are three things you think you need to be successful in life?

Happiness, commitment and determination.

2. How do you maintain consistent good form in rugby?

Hard work, hard training and commitment to want to be the best.

3. What do you know now that you wish you knew when you were younger? Having good time management will help things on

and off the field run smoothly.

4. What was the hardest lesson you have learned in rugby?

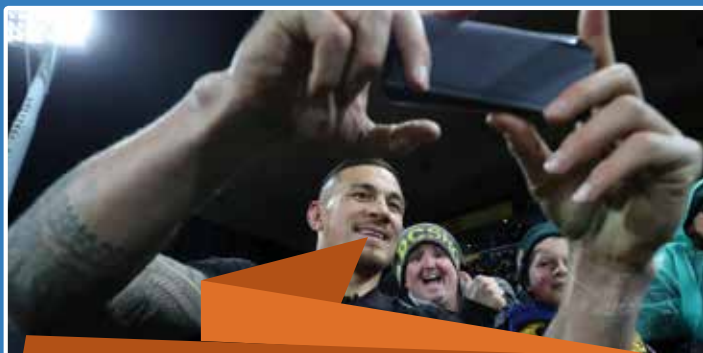
Not making it past pool play in the 2014 World Cup and the lesson was that you can't get complacent.

5. What do you do outside of rugby for enjoyment? I like mountain biking and hanging out at the beach with family and friends.

KENDRA COCKSEGE



SOCIAL MEDIA



“ Don't rule your life by how many likes you get or what or what people say about you on social media. Instead focus on enjoying what is around you and being grateful. Carve your own path by being a good person and showing kindness to others. ” **SONNY BILL WILLIAMS**

SOCIAL MEDIA CAN BE FUN AND KEEP PEOPLE CONNECTED, HOWEVER, IF IT IS NOT USED RESPONSIBLY IT CAN GET PEOPLE INTO TROUBLE AND CAUSE HARM TO OTHERS. The issues with social media are not about the technology, but are more about the behaviour of the people using it.

FACTS

- Thanks to devices we process more information in a week than we used to in an entire year!
- Your posts on social media are considered a statement.
- Your employer could begin a misconduct process if it is alleged that you have breached the terms of your employment through your social media posts. (See player conduct in the protocols section.)
- Different rules around social media can apply for different rugby competitions through the participation agreements, including those for the Rugby World Cup.

Be aware that what you think might be private content, including messages, can be shared to a third party or broadcast easily, so before you send anything, always consider the possible consequences of a message or content getting into the wrong hands.

TIPS

- Make sure you have your privacy settings on so only your friends can see your posts.
- Once you post something it is there forever.
- Don't film, photograph, like or share inappropriate material or join groups that support this.
- Don't judge your life on how many 'likes' you get.
- Only accept friend requests from people you know and trust.

Be aware of your digital footprint (the history about you created electronically by your posts e.g on social media), as it can tell people a lot about you.

Always be aware that your potential employers, police, coaches, clubs, friends, parents and the media can see what you post publicly online. Also remember that the media can also use your social media posts for quotes or publish your photos off your page. (See the social media protocols in the protocols section)

A general guideline to decide if something is okay to post is to ask yourself this question: **Would you be happy for your grandparents to see or read what you are about to post online? If the answer is no, then don't post it.**

Don't be a keyboard warrior - A keyboard warrior is someone who writes negative comments on social media. Before you write anything, ask yourself if you would say it to the person's face. If you wouldn't, then don't post it. (And sometimes, even if you would, don't post it!)

CYBERBULLYING

As a result of new laws introduced in 2015, cyberbullies can now be charged with a crime. Cyberbullying is online bullying that uses technology to transfer, send, post, publish or disseminate contact with the intention to harm a person or a group. It involves aggressive behaviour that is often repeated over time.

WHAT TO DO IF YOU'RE BEING BULLIED ONLINE

If you're experiencing online bullying and you need help, call **Netsafe (0508 NETSAFE)** or visit www.netsafe.org.nz. Netsafe will ask you some questions to understand what is going on and then they will work with you to create a plan to help you. Netsafe will never contact the person harassing you without your permission. Their contact centre is open 8am-8pm Monday to Friday, and 9am-5pm on weekends. If you're concerned about the immediate safety of yourself or someone else, call the police on 111.



HELPFUL TIPS

1. Don't reply - especially to messages from phone numbers or people you don't know.
2. Don't attack the person back - avoid giving the bully the satisfaction of a reaction by retaliating, especially if it's in a public forum online.
3. Have a conversation - if it's safe to do so, try talking to the person privately about what they've said or done. Stay calm and let them know how their actions have affected you.
4. Cut off the person who is bullying you - block their phone number, or block them on social media. You can also report their behaviour to the social media site.
5. Talk to someone - talking to friends, whanau or someone else you trust can help put things into perspective, make you feel better and help you cope with the situation.
6. Save messages and images - take screenshots of the bullying in case you need evidence later.



SEXTING

Sexting is sending or receiving naked pictures or nudes, underwear shots, sexual or 'dirty' pics, sexual text messages or videos.

It is not okay to be pressured into sending something you don't want to share. Once you send a nude picture or sexual video, it becomes a lot more difficult to control what happens to it, so think carefully before you hit 'send'.

◆ Shared a nude and now regretting it?

If you have sent a nude and now regret it, contact the person and ask them to delete it - the quicker, the better. Talk to a trusted adult, Netsafe or a youth organisation such as Youthline. There is advice in Netsafe's 'So You Got Naked Online' guide, which is available from their website.

◆ Been sent a nude image you didn't ask for?

Talk to a trusted adult about this, it is important to do this if you are under 18 and the person is much older than you. You can report the content and block the person from contacting you. People are not always honest online about who they are, so if you receive a sexual message or a message that makes you feel uncomfortable, talk to a trusted adult.

◆ Someone has shared a nude image of you without your consent

- screenshot the content if possible
- report the content to the platform, eg Facebook, Snapchat
- report the account of the person who shared the content to the platform, eg Facebook, Snapchat
- Contact Netsafe to report content and discuss what else can be done.



SOCIAL MEDIA



REVENGE PORN

POLICE MAY PROSECUTE A PERSON OR COMPANY UNDER THE HARMFUL DIGITAL COMMUNICATIONS ACT 2015, IF:

1. They intended the communication to cause harm; and
2. It is reasonable to expect that a person in the position of the targeted individual would be harmed by it; and
3. The targeted individual suffered serious emotional distress.

It is an offence to share intimate images/ videos that are produced consensually without the other person's consent.

If you are sent intimate images/videos, do not share them with other people without consent. If you come across intimate images unintentionally, delete them and do not pass them on. If you have shared intimate content of someone online without their consent, delete it immediately.

IF YOU WOULD LIKE TO DISCUSS ANY ISSUES, CONTACT NETSAFE FOR INFORMATION.

SCAMS

DID YOU KNOW? In 2017, New Zealand people were scammed out of \$10.1 million!

A scam is a dishonest scheme. In most of the cases below, the scams involved people trying to get money out of their victims.

SCAMS TO BE WARY OF:

Event ticket scams - only use official ticketing agents via official websites.

Ticket resales - be aware that the tickets on these sites are sometimes fake (see netsafe.org.nz for more information).

Cold calling scams - scammers contact you on your home phone and try to get payment or personal information from you. They may say they have a refund for you, or payment due, or your credit card has expired.

Personal computer support scams - scammers offer to help people with slow or infected computers and often say they are from familiar companies like Microsoft, Spark, Vodafone or Chorus.

Email phishing scams - scammers try to get personal information like bank account numbers and passwords.

Fake invoice scams - where someone sends a fake invoice for a product or service that was not requested or received.

Romance scams - where a person pretends to be in a relationship with someone online in order to get money out of them.

Receiving unsolicited goods - where people receive goods they have not ordered and the company demands payment and may try to threaten legal action.

Unwanted subscriptions and trials - when people have been signed up to paid subscriptions without their knowledge.

Investment scams - where scam operators promise high returns on your money for little risk.

Webcam blackmail and sextortion - where people try to make money out of blackmailing people online. The victim is encouraged to take their clothes off and engage in sexual activities which are filmed. The scammer then threatens to publish the footage online or send it to family members if they aren't paid.

Government grants - scammers often say people have been chosen to receive a grant or reward in order to get personal details and then ask for an administration fee.



EXTRA SAFETY TIPS

NEVER SEND MONEY OR FINANCIAL INFORMATION TO PEOPLE WHO HAVE APPROACHED YOU ONLINE.

Check your phone's location settings - don't share photos or videos that carry your location information. Report any suspicious or abusive behaviour to Netsafe or the police.

NETSAFE

Website: www.netsafe.org.nz/report

email: help@netsafe.org.nz

or call free: 0508 NETSAFE (0508 638 723)

ONLINE DATING

WHEN YOU SET UP PROFILES ON ONLINE DATING SITES, MAKE SURE YOU PROTECT YOUR PERSONAL INFORMATION AND DON'T GIVE OUT YOUR PLACE OF WORK, ADDRESS, PHONE NUMBER, WHETHER YOU HAVE CHILDREN, YOUR EMAIL ADDRESS, YOUR CREDIT CARD DETAILS OR ANY OTHER FINANCIAL INFORMATION.

Keep kids safe by making sure your dating profiles don't have any information about your little brothers or sisters or your children. Be careful what you share about them and the photos you post of them.

If you decide to meet up with someone you have met online, here are some safety tips:

- **Get to know the person first** - it is safer to communicate through the dating app or website.
- **Do some research on them** - look online and see if what they have told you matches up with information about them on other sites like Facebook.
- **Always meet in a public place** - it is safer to be around other people when you first meet.
- **Tell friends and family where you are going** - keep your cell phone charged, give your friends or family updates and let them know when you get home safely.
- **Sort your own transport** - then you are in control and independent and can leave if it doesn't work out, and it means you're not dependent on the other person to pick you up so they don't know where you live.
- **Stay sober** - drugs and alcohol can affect your judgement and potentially put you in danger.

10 IMPORTANT DIGITAL COMMUNICATION PRINCIPLES

A digital communication:

- should not disclose sensitive personal facts about an individual
- should not be threatening, intimidating or menacing
- should not be grossly offensive to a reasonable person in the position of the affected individual
- should not be indecent or obscene
- should not be used to harass an individual
- should not make a false allegation
- should not contain a matter that is published in breach of confidence
- should not incite or encourage anyone to send a message to an individual for the purpose of causing harm to the individual
- should not incite or encourage an individual to commit suicide
- should not denigrate an individual by reason of his or her colour, race, ethnic or national origins, religion, gender, sexual orientation, or disability

(Source: The Harmful Digital Communications Act 2015)



“ I use social media to let people see our team and the things I enjoy in my life. If people judge me then that's fine, I don't let it affect me. ”
SARAH GOSS



GETTING A DRIVER'S LICENCE

INSURANCE

If you have a car you should at least have third party, fire and theft insurance.

Could you afford to pay for the repairs on a super expensive car if you crashed into it? If you have insurance, you only have to pay the excess, which is usually around \$300-\$400, to repair a car no matter how much damage there is.

Quotes for insurance depend on your driving history, what driver's licence you have, any claims or accidents you've had in the last five years, whether your vehicle has any modifications, and the type and age of the vehicle you have.

Third party insurance can cost as little as a cup of coffee a week!

“ It is really important to be able to get yourself to and from trainings and not be reliant on other people.”

WAISAKE NAHOLO

YOU NEED TO GET YOUR DRIVER'S LICENCE SO YOU CAN BE INDEPENDENT, GET TO TRAINING, WORK OR YOUR PLACE OF STUDY. You don't know where your career, study or rugby might take you and an opportunity could be in an area with limited or no public transport. You don't want to miss an opportunity because you can't get there!

There is an expectation that players will have their driver's licence - so get onto it today!

For help, go to Drive - www.drive.govt.nz

Drive is a website and online learning tool that helps young people become safe, skilled and capable drivers. It tells you everything you need to know about getting your licence.



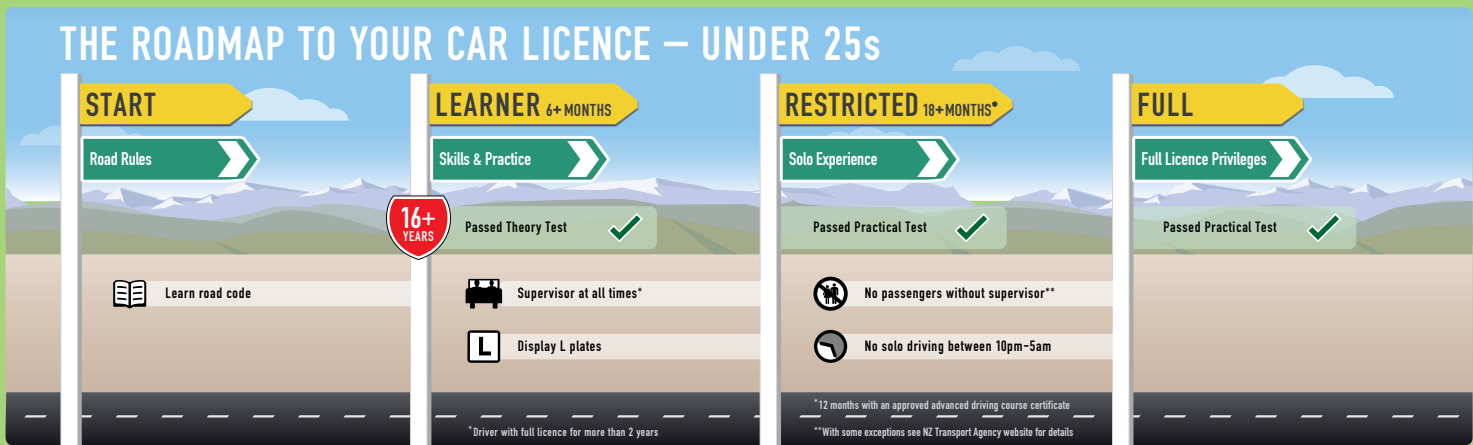
STOPPING DISTANCE FACTS

Your stopping distance increases disproportionately to your speed.

Driving at slower speeds especially around schools and school buses mean you have a much better chance of stopping in time if a child runs out.

- At 20km/h your stopping distance is 11 metres
- At 30km/h your stopping distance is 18 metres
- At 40km/h your stopping distance is 26 metres
- At 50km/h your stopping distance is 36 metres

Source: www.brake.org.nz



Information for drivers aged 15-24 taking medication

ARE YOU SAFE TO DRIVE?



It can be unsafe to drive when taking medication which impairs/affects your driving ability.

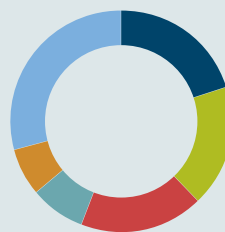
IT'S AGAINST THE LAW TO DRIVE WHEN YOU'RE IMPAIRED.

Impaired driving is when your body or emotions have been affected (usually temporarily) in a way that makes you an unsafe driver. You need to make sure you're safe to drive before you get in the car.

Many prescribed medications (or those purchased over-the-counter) can impair your driving, as can many recreational drugs. It's important you talk honestly with your health practitioner about your medication (and anything else you're taking) so they can help you stay safe on the road.

www.nzta.govt.nz/medication

Five common medications that may impair 15-24 year olds



- Painkillers 20%
- Allergy pills 18%
- Depression meds 18%
- Anti nausea 8%
- Anti psychotic 7%
- Meds for ADHD, epilepsy, sleep, addiction, migraine 29%

Not every medication above will impair driving.



1 IN 5

prescriptions for people aged 15-24 are for medications that may impair driving

CONTRACTS & ELIGIBILITY

ALL SEMI-PROFESSIONAL OR PROFESSIONAL PLAYERS IN NEW ZEALAND WILL HAVE A CONTRACT WITH EITHER A PROVINCIAL UNION OR NEW ZEALAND RUGBY OR BOTH. The terms of the contract will cover two key points:

- your term (how long you are employed for)
- your retainer (how much you will get paid)

YOUR EMPLOYMENT IS COVERED BY ANOTHER AGREEMENT BETWEEN THE NEW ZEALAND RUGBY PLAYERS' ASSOCIATION AND NEW ZEALAND RUGBY. This is known as the collective employment agreement (CEA).

The CEA is negotiated once every three years and covers all the other terms and obligations of your employment as a professional player, and many of the things that affect your environment such as competitions and eligibility.

For further information on the collective agreement (including the Women's Memorandum of Understanding's), contract structure and payment levels, visit

nzrpa.co.nz info section.

“ It is extremely important to understand your contracts and each and every clause because it is your future and the rest of your life you are setting up. You set the tone for your career with your contract, so you have to make sure it is right. If you don't understand it, it is important to seek advice from an NZRPA representative, an agent, a lawyer or someone you trust who has contract knowledge. ”

RUBY TUI



CONTRACTUAL OBLIGATIONS

New Zealand Rugby (NZR) will:

- pay you
- provide equipment, services, facilities to train and play
- treat you fairly
- meet expenses associated with travel and accommodation etc

You will:

- provide 'employment services' - playing, training, rehab, media, promotions, wear/use team sponsors' products
- comply with all relevant rules and regulations - for example, gambling regulations, illicit drug regulations
- not act contrary to the best interests of the NZR, franchises, provincial unions or rugby in general
- undertake professional development



ELIGIBILITY

WORLD RUGBY MAKE THE RULES FOR PLAYERS' ELIGIBILITY FOR ALL RUGBY. These are the rules around which country you can represent.

If you represent a country's first senior national 15-a-side team, like the All Blacks, and a country's first senior 7-a-side team, like the All Blacks Sevens, you are captured and from then on are only eligible for that country. In this example, you can only represent New Zealand.

In addition to a country's first senior national 15-a-side team and a country's first senior 7-a-side team, every country gets to nominate a second national team. It could be:

- an A team,
- an Under-20s team or something similar

Be aware, that it may have another name (for example, Fiji Warriors or Emerging Springboks.)

Under World Rugby regulations, you cannot represent another country once you are captured. If you are unsure of the eligibility rules, check with the NZRPA, NZR or World Rugby before you commit to a foreign team. It is your responsibility to check. There are some implications in New Zealand if you are captured by another country so please remember to get advice.

NZRPA PH: 0800 PLAYER
NZR PH: (04) 499 4995



NZRPA BY THE PLAYERS FOR THE GAME.

NEW ZEALAND RUGBY PLAYERS ASSOCIATION

UNITY - MOVE TOGETHER, TRUST ONE ANOTHER



PLAYER PROFILES

1. What are three things you think you need to be successful in life? Work hard, have a good life balance and be respectful.

2. How do you maintain consistent good form in rugby? By having consistent preparation, have a structure that you stick to, that you tweak to keep improving but overall it is the same repetitive process.

3. What do you know now that you wish you knew when you were younger? Learn to say no to things and understand you have

to make sacrifices in order to achieve your goals.

4. What was the hardest lesson you have learned in rugby? In one match, I didn't give the opposition the respect they deserved, and we lost and I will never make that mistake again. I respect all opposition.

5. What do you do for enjoyment outside of rugby? I play golf, I hang out with friends and really get away from rugby to keep fresh.



1. What advice would you give yourself as a young adult? Being grateful and thankful each day. By doing that it has the power to block out negative emotions. You can't really pay attention to what's missing or what's not going well if you only let your mind pay attention to what is.

2. When things get tough how do you handle it? By referring back to my 'why?'. Having the courage to ask for help and by being disciplined.

3. What is one of the best things you have done outside of rugby?

Sharing what I've learned in my career so far on and off the field with those wanting help and who are striving to be the best they can be in whatever they choose to become.

4. What is the best rugby tip you have learned? Create a routine (weekly and daily) that works for you and be genuine about it. Proper preparation prevents poor performance.

5. What do you value most in life? Time - once it's gone you can't get it back. Use it wisely!

1. Why is working on your personal development while playing so important? So that I have options once rugby finishes because you never know when that will be. Also trying to develop other areas of my life, especially my Maori culture, gives me great satisfaction.

2. How do you cope with pressure? I try and embrace the pressure side of things to make it an enjoyable experience, not a negative one. By talking to my team mates, using music in our changing room and knowing that I have done everything I have before a tournament helps to ensure there are no surprises and it is all things I have experienced before.

3. What is the best off-field tip you have been given? Make sure

you have a balance and always thank people who help you.

4. What has been your biggest disappointment in rugby and what did you learn from it? Not winning a tournament, or losing the final at Rio Olympics. I learned that the people closest to you who are there when you win will be there when you lose. I also understand that everything is not always going to be perfect, but you learn a lot about yourself and what you should do in those hard moments. I learned that you still need to be able to enjoy the experience and that the loss doesn't define you or your team as people.

5. What is something on your bucket list? To go to Machu Picchu in Peru.



GREATS OF THE GAME



1. What are you doing now? Commentary, studying for my Master of Professional Practice, doing some ambassador work for AIG, enjoying invitations to support events and coaching.

2. What are three things you think you need to be successful in life? Find your passion, have the right attitude, you have to be disciplined and you have got to be willing to make sacrifices. (I know that's four!)

3. What transferrable skills did you learn in rugby that you use in life now? Team work, leadership, time management, professionalism, networking, interpersonal skills, reliability, work ethic, responsibilities, making good decisions. There are so many, players take for granted that we learn a lot of skills that we can use in other situations.

4. What advice would you give yourself as a young adult? Chase your passion, stay positive and don't give up when things get hard.

5. What was your biggest disappointment in rugby and what did you learn from it? Not doing as well as we had hoped in the Rio Olympics was a disappointing result. Losing in sport is one thing, but the true test of your character is how you bounce back, because you are not going to win everything.

6. What is something on your bucket list? I want to go to the Greek islands.

7. Looking back on your career, what was the highlight? Winning a gold medal at the Commonwealth Games in Delhi, because we won it in the final play of the game. Also the World Cup win in Russia because our semi-

final game against Fiji got called off because of lightning and thunder. Then we had to come back out and carry on the game. I never thought I would have to stop a game of footy for thunder and lightning! We won and then went on to win the finals, but it showed a test of our character to deal with unexpected situations.

8. When things get tough how do you handle it? On the field, I have a process which involves dealing with one thing at a time. Off the field, I talk things through with my wife or I get on my knees and pray.

9. What is one of the best things you have done outside of rugby? Having a family.

10. What don't you miss about rugby? The brutal trainings.

11. What do you value most in life?

DJ FORBES
All Blacks Sevens captain, most capped New Zealand Sevens player (512 World Series games), 153 tries, Counties Manukau Steelers

My faith and my family.

12. What was the hardest lesson you have learned in life so far? You can't please everyone.

13. What do you do for enjoyment? DJ music.

14. If you had \$30 how would you spend it? Buy my favourite meal: won ton noodle soup and chicken donburi.

15. Who is someone (dead or alive) that you would like to meet and why? Tupac, the rapper, to find out what really happened - who murdered him?



AGENTS, ACCREDITED AGENTS & THE AGENT CHARTER

“ If a player uses an accredited or provisionally accredited agent, then they know that they will be treated fairly. ”

SAM CANE



AN IMPORTANT TASK FOR TODAY'S PLAYERS IS FINDING A GOOD AGENT. There's a lot riding on this. Players who get it right can look forward to their affairs being handled wisely and fairly; those who get it wrong can unwittingly find themselves disadvantaged and/or out of pocket.

For this reason, the NZRPA has established the Agent Charter, a screening programme to ensure agents meet the highest standards of professionalism. Agents accredited to our charter agree to a set of rules designed to protect the players' best interests.

An accredited or provisionally accredited agent agrees to provide:

- transparency over fees
- standard terms and conditions
- adherence to an agents' code of conduct
- a working knowledge of vital rules and regulations
- integrity around disclosure of information
- declarations of interest

Because of the complexity of issues facing today's players, it's better to be safe than sorry.

Where once a family member or friend might have helped out with this, now there's a need for expert advice especially in areas such as:

- contract negotiations
- legal and financial affairs
- sponsorship and endorsement arrangements
- conflict management

LONG STORY SHORT?

The NZRPA Agent Charter is designed to take the guesswork out of the process for players, and demand a high standard of proficiency from the agents. Players can visit the NZRPA website (www.nzrpa.co.nz) to read the charter and to view the agents who are accredited or provisionally accredited.

For details on NZRPA Accredited and Provisional Agents or to read the NZRPA Agents Charter, please visit www.nzrpa.co.nz

Don't be misled or misrepresented. If you are ever approached by an agent or given a contract, never sign anything until you seek independent advice or call the NZRPA on 0800PLAYER.

“ A good agent can help set you up - not only in terms of a playing contract, but also with contacts and a network of people that may enable you to thrive on and off the field. ”

JEROME KAINO



MENTAL FITNESS



8 WAYS TO STAY MENTALLY FIT AND FLOURISHING

1. Get enough sleep, aim for 7-9 hours a night.
2. Give your time to others, listen and be present.
3. Eat healthy, nourishing food.
4. Exercise regularly.
5. Slow things down - mindfulness and meditation are great tools.
6. Connect with people you care about.
7. Keep learning, embrace new opportunities.
8. Manage stress.

“ Make sure you have a person that you can openly talk to about anything, whether it be a smaller issue or a big one. It is important not to go it alone and bottle it up. If you are going through a tough time, just remember it won't last for ever. ”

SAM WHITELOCK

BREATHING TECHNIQUES

Breathing is something our body does automatically, however taking four deep breaths (called diaphragmatic breathing) is a great way to help calm you down when you get nervous or feel a bit overwhelmed. It reduces the amount of adrenaline being released into your body by oxygenising your muscle groups and your senses.

TRY THIS:

Inhale - forcing the air to the 'bottom' of your lungs (making your stomach expand).

Exhale - using abdominal muscles to push out the remaining air.

Drink water - when people get stressed they often forget to keep hydrated. Make sure you drink plenty of water.

AT TIMES IN LIFE, WE MOVE UP AND DOWN ON THE SCALE OF HAPPINESS. This can be due to external events or factors. Having good mental fitness means we are able to bounce back more quickly. This can also be called resilience. Have a look at the eight ways to maintain your mental fitness, build resilience and stay flourishing.

HAPPINESS SCALE – Where do you sit on the scale?



Exercising and getting outdoors is good for your mental fitness

HOW DO YOU TALK TO YOURSELF?

How we talk to ourselves in our head can deeply affect our experiences.

Negative words increase a stress hormone called cortisol, which can make an impact on how you deal with situations.

The more you hear something, the more you believe it. If you keep repeating things in your head, it is the same as saying them out loud, and you will eventually accept them as the truth.

By using more positive statements in your head, you can allow your brain to increase its problem-solving potential.

You always hear athletes and coaches talking about the top two inches. The head runs the whole body. You can improve your understanding of what life throws at you and how you deal with it and enhance your performance by understanding more about how the brain works.

You might want to spend some time each day on your mental wellness – it could be a few minutes reading the Headfirst website (see following page), meditating, reading material on mental wellness, or getting outside going for a run or walk.

Did you know? Super Rugby environments have a mental skills coach to help players.

STRESS

STRESS IS A COMMON FEELING WE ALL EXPERIENCE AT TIMES. KNOWING WHAT STRESS LOOKS LIKE CAN MAKE IT EASIER TO ADDRESS BEFORE IT GETS TOO MUCH.

Some of the common signs of stress:

- Trouble sleeping
- Irritability or anger
- Losing enjoyment from the things you usually enjoy
- Change in mood
- Feeling overwhelmed
- Eating more or less than usual
- Feeling less positive about yourself or your situation
- Physical symptoms (racing heart, shortness of breath, headaches or churning feelings in the stomach)

TIPS TO HELP IMPROVE YOUR RESILIENCE AND MANAGE YOUR STRESS

Know your strengths and limits: Don't over-commit. Learn to say no.

Stay connected: Connect with your family and friends and ask for help.

Share your problems: Talk to people about what is going on in your life

Reassess your time: Are you managing your time efficiently?

Take a break and regain some balance: Make sure you get plenty of rest. Plan and take some time out to do some fun things for yourself. Try meditation (check out the Smiling Mind app – www.smilingmind.com.au)

Set realistic expectations: Are you and those around you setting unrealistic expectations that you can't meet?

Put your stress into perspective: How important is it? Is it life and death or just a flat tyre?

Keep a sense of humour: Laughing releases positive endorphins that help to counteract stress hormones.

Reduce your stress: Can you share some of the load, put a plan in place or delegate things?

Don't turn to alcohol or drugs: Alcohol and illicit drugs will not take your problems away and can actually compound your issues and increase your stress. It is a good idea to use more helpful strategies to cope with your situations, like exercise and talking with close friends and family.

Eliminate negative thinking: www.depression.org.nz has online tools to help manage negative thinking.

Practise gratitude: Focus on what you are grateful for each day. Each night, before you go to bed, write down three things that you are grateful for.

Mood changers: Your favourite upbeat music, exercise, laughter or doing things to help other people can change your emotions.

AVOID: Taking on more, nicotine, alcohol, recreational drugs, caffeine and sugar. When you are under stress these things can make your stress worse.

Sleep, eat well, exercise and connect.

If you feel like your stress and symptoms are not resolving, contact your doctor.

MENTAL FITNESS

HELPFUL NUMBERS & WEBSITES:

Free call or text 1737 any time

24 hours a day, seven days a week. You'll get to talk to (or text with) a trained counsellor. Our service is completely free.

- Are you feeling anxious or just need someone to talk to? Call or text 1737
- Are you feeling down or a bit overwhelmed? Call or text 1737
- Do you know someone who is feeling out-of-sorts or depressed? Let them know they can call or text 1737

Whatever it is, we're here. Free call or text 1737 any time.

www.1737.org.nz

Depression Helpline

0800 111 757 or text 4202 www.depression.org.nz

Support, tools and information about depression and anxiety.

Netsafe

0508 638 723 www.netsafe.org.nz

Help, support, expertise and education with texting or cyberbullying, scams and any online safety.

The Low Down

Text 5626 or email team@thelowdown.co.nz

www.thelowdown.co.nz Helping young people who are stuck or anxious. Free from mobile or landline.

Outline NZ

0800 688 5463 (10am-9pm Mon-Fri, 6-8pm Sat-Sun)

Free, confidential telephone counselling and support service for gay, lesbian, bisexual, transgender, queer and questioning.

Healthline

0800 611 116 www.healthline.govt.nz

Registered nurses provide high quality health triage and advice. Free from mobile or landline.

Gambling Helpline NZ

0800 654 655 or text 8006

www.gamblinghelpline.co.nz

Support for those worried about gambling or the gambling of others.

Quitline

0800 778 778 www.quit.org.nz

Support for people wanting to quit smoking and stay quit. Free from mobile or landline.

Alcohol Drug Helpline

0800 787 797 or text 8681

Advice, information and support about drinking or other drug use. Free from mobile or landline.

Mental Health Foundation of New Zealand

www.mentalhealth.org.nz

Resources to help achieve good mental health and wellbeing.

Le Va

www.leva.co.nz

Supporting Pasifika families and communities to unleash their full potential.

Headfirst

www.headfirst.co.nz

ATU MAI

standing together
against violence

www.atumai.nz



LeVa

www.leva.co.nz



LeVaPasifika



When life sux,
I'll help you
figure out your
problems

Aunty Dee is a free online tool you can use on your mobile phone, tablet, laptop or personal computer.



www.auntydee.co.nz

Created by Le Va LeVaPasifika | www.leva.co.nz

NEED TO TALK?



1737

**free call or text
any time for
support from
a trained
counsellor**

MENTAL FITNESS

HEADFIRST

OUR MENTAL FITNESS AND WELLBEING - HOW WE THINK AND HOW WE FEEL - IS JUST AS IMPORTANT AS OUR PHYSICAL FITNESS AND IS ALWAYS WITH US. Just like our physical fitness, it can feel good or bad or anywhere in between at different times.

In New Zealand, one in five of us will struggle with some aspect of our mental fitness or wellbeing during our lives, so it is totally normal and okay to feel a bit off sometimes.

However, young New Zealanders (including rugby players) are not so good at getting help and support when they need it. Knowing when we need some additional support and understanding, and that it is okay to ask for help is critical to ensuring we have happy, healthy and high-performing rugby players in New Zealand.

Rugby can be a great support for mental fitness and wellbeing, but players can experience extra challenges in situations where they are injured, struggling to perform or are leaving the game.

For these reasons, and many others, taking care of our mental fitness and wellbeing is a huge part of looking after ourselves and being successful as people and as athletes.

Managing stress, looking out for others, eating and sleeping well and having positive support people to talk to are key aspects of maintaining our mental fitness.

Headfirst is a website

designed specifically to help rugby players and the wider rugby community to support their own wellbeing and that of others. The site - www.headfirst.co.nz - contains videos from past and present players sharing their own experiences with their mental fitness as well as the struggles and tough times they have faced during their careers.

There's also lots of useful information on different topics such as anxiety, depression, stress and how to help a mate.

FEEL A BIT OFF? WE'RE TALKING ABOUT IT



HEADFIRST

IT'S MORE COMMON THAN YOU THINK

1 in 5 Kiwis experience some form of stress, anxiety and depression. The rugby community is no different.

HEADFIRST CAN HELP

Headfirst is designed to help players, coaches, support staff & families in the rugby community to support their own wellbeing and that of others.

headfirst.co.nz



PLAYER PROFILES

DANE COLES



1. What are three things you think you need to be successful in life?

Enjoyment, work ethic and gratitude.

2. How do you maintain consistent good form in rugby?

I take huge pride in my preparation, it is huge for me. I have a really good structure to my week and know what I have to do to go out and perform, also enjoyment factor. Game day is about putting the work in during the week and going out and having fun.

3. What do you know now that you wish you knew when you were younger?

Funnily enough, it is how important your preparation

is and having a really good structure that works for you - that is when you will play consistent footy. I thought it was turning up on Saturday and playing. I wish I knew that a lot earlier.

4. What was the hardest lesson you have learned in rugby?

Being in the public eye, I learned the hard way and had some issues when I was younger and paid the price.

5. What do you do for enjoyment outside of rugby?

I have two boys, so I spend a lot of down time with them and that is harder than playing rugby!



HAZEL TUBIC

1. What advice would you give yourself as a young adult?

Don't take any opportunity for granted.

2. When things get tough how do you handle it?

Spend time with supportive people and have other interests and hobbies that allow you to switch off.

3. What is one of the best things you have done outside of rugby?

I visited my sister while she

lived in England and got to travel around different places with her.

4. What is the best rugby tip you have learned?

Don't allow yourself to merge into the background, sometimes its okay to push yourself forward.

5. What do you value most in life?

Hard-working and loving family.

AARON SMITH



1. Why is working on your personal development while playing so important?

It gives me balance in my life.

2. How do you cope with pressure?

I've grown and learned to embrace it.

3. What is the best off-field tip you have been given?

Make sure you get the balance right.

4. What has been your biggest disappointment in rugby and what did you learn from it?

Losing. You just have to dig deeper and train harder and turn it round for the next match.

5. What is something on your bucket list?

Going to the Super Bowl.

BUILDING YOUR CAREER WITH OR WITHOUT RUGBY

IT IS IMPORTANT THAT YOU WORK ON BUILDING YOUR CAREER FOR TWO SIMPLE REASONS:

1. If your path in rugby does not follow your expectations, you will have another plan underway.
2. If you do become a professional rugby player, you will have the best transition possible into the exciting new phase of your life after rugby.

“ I wish I had taken things a lot more seriously growing up, especially my education. I was so focused on being a rugby player that I put it to the side and I now wish I had knuckled down at school and given it a good crack. It means that now I have to put in a lot of effort to plan for life after rugby, as it can finish at any time. ” **DANE COLES**

YOUR REALITY

If you play rugby professionally, you will still end up working for approximately another 37 years after rugby. It's important that you use the support and networks around you while playing to explore opportunities that you may wish to take up after rugby. The Personal Development Programme is designed to assist you in this.

If you don't end up playing professional rugby, the opportunity to pursue a career will happen earlier. This is a very exciting time in your life, and you will probably take a few different paths throughout your working lifetime. It is a great idea to start thinking about what type of work or study interests you.

WHAT DOES CAREER MEAN?

Think about the jobs and industries that interest you and what you'd like to do with your life. The NZRPA, Personal Development Managers, mentors or careers advisors can help you develop a career plan for life outside of and after your playing days, which you can progress while playing.

TRANSFERABLE SKILLS

While you are training as part of a rugby team, you will pick up many skills that you can transfer into the working environment such as:

- Time management
- Problem solving
- Leadership
- Being a team player
- Planning
- Critical thinking
- Self-management
- Goal setting
- Networking
- Discipline
- Motivation



THE REALITY OF RETIRING FROM PROFESSIONAL RUGBY

For 48 per cent of players, retirement was unexpected.

Almost 1/3 of players said they were unprepared and struggled during their first three months post-retirement.

60 per cent took six months or longer to 'gain control' post-retirement.

Players who studied or undertook meaningful work experience took less time to find a job post-retirement.

Half of all players earned less than \$60,000 in their first two years after retirement. 28 per cent were still earning less than \$60,000 a year after that.

33 per cent of players suffered periods of financial hardship after retirement.

46 per cent of players had been unemployed at some stage since retiring - of these, 82 per cent were unemployed for a period of three months or longer

Source: NZRPA Retired Players' Survey

ARE YOU ACTIVELY COMMITTED TO DOING THINGS TO PREPARE YOURSELF FOR YOUR FUTURE?

Here is a checklist of some things you can start preparing to help you transition into work. Tick each one that you have, and move towards achieving any that you can't tick off.

Do you have:

- A current CV
- Your driver's licence
- An up-to-date LinkedIn profile
- Work experience
- Qualifications/education
- Clean social media accounts
- A career plan
- Have you let people know you are looking for work?
- Do you know where you want to live?

HAVE A PLAN FOR WHEN YOU STOP PLAYING

Everyone thinks rugby is your plan A, but we call rugby your plan B. Your plan A is the job, industry or career with the potential to interest and motivate you outside of rugby and, potentially, for your entire life. Use your time while playing to prepare for and progress your plan A.

Study and work experience related to a plan A job of interest will build a bridge, help create a balance to your rugby, and ensure a smoother transition from rugby if you do manage to play professionally for a while.

It can be challenging to juggle rugby and your plan A, and it will take time, hard work and effort, but the balance it provides will help your rugby and your transition after your professional playing days will be more successful.

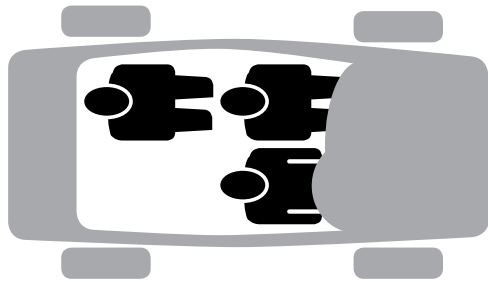


“ I have always seen rugby can only take you so far for so long, so it is always important to have something you are passionate about outside of rugby to continue on with when rugby is over or if you don't make it. ” TYLA NATHAN WONG

BUILDING YOUR CAREER WITH OR WITHOUT RUGBY

TIPS

get in the driver's seat of your life



Get in the driver's seat of your life

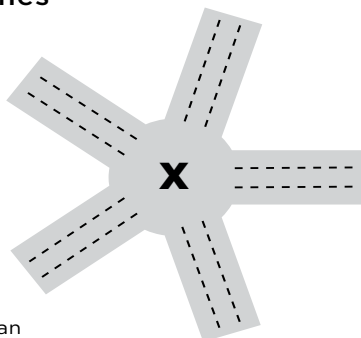
Find an exciting and interesting job or career for your future. If you have a destination, a timeframe to get there and some related skills and experience in your tank, then you are in control of your destiny and in the driver's seat of your life. Don't be in the passenger's seat waiting for things to happen or in the back seat going where someone else is going.

Choose the right motorway

Think of the marketplace as a series of linked motorways. Get on the right motorway and don't worry too much whether you are in the right lane. For example, don't choose to study tourism if technology interests you more.

Explore all of the industries available, locate those that feel right for you then connect with study and/or work experience around the things that interest you.

motorways and lanes



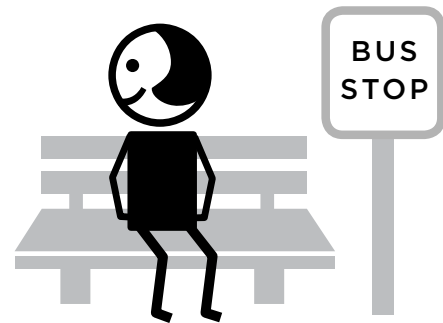
exploring options may mean finding the right motorway for you

The bus-stop method of career planning

When we need a job, most of us go up to the bus stop, so to speak, and get on the first bus that comes along. Many of us do the same with choosing the first study programme that looks vaguely interesting. Take the time to make good decisions and, if you need to, use your network, career specialist and mentors to help you.

Making good decisions will make sure you are getting on the bus that is going in the direction you want to go. Interest drives motivation. If you are motivated with your choice of career direction, it is more likely to result in success and satisfaction.

bus stop method of career planning



Job 'fit'

Trust your gut instinct that you will know if a job is the right 'fit' for you. Some examples might be:

Rugby player = yes, accountant = no.

Architect = yes, plumber = no

Builder = yes, painter = no

Owning a gym = yes, lawyer = no.

Physiotherapist = yes, PE teacher = no

job 'fit'



the notion of how you intuitively feel a job 'fits' with you

Explore the jobs that are available out there and find some that interest you, then go and visit a workplace to see those jobs in action and talk to the people doing those jobs. Job holders and employers will tell you the best study options related to a job that interests you. This is just like test-driving a car before you buy it, only we call it reality testing.

CV's and LinkedIn profiles

Make sure your CV is up to date, that your LinkedIn page is interesting and easy to read, and that your social media is clean just in case a potential employer looks at it.

USEFUL INFORMATION AND JOB SEARCHES

OCCUPATIONAL OUTLOOK

www.occupationoutlook.mbie.govt.nz

This app is a great tool for researching study and training programmes, potential income and job prospects.



Other websites worth checking out are:

www.careers.govt.nz - for information and videos on jobs, industries, related study and job interviews.

www.seek.co.nz and www.trademe.co.nz - both advertise available jobs across all industries.

USE YOUR SEARCH ENGINE

The easiest way to find an example of a career that interests you or to find a job to apply for is quite simple. Key in a job title followed by 'jobs New Zealand'. For example: physiotherapist jobs New Zealand

(Career material supplied by www.careerdynamic.com)

CAREER TOOLBOX

Go to www.NZRPA.co.nz/infocentre then scroll down to Career Tools. There is a Career Toolbox Booklet, which provides useful information that can help you to understand jobs that are a good fit for you, identify your skills, show you how to search for jobs, provide tips for producing a CV, help writing covering letters and give you some advice on interviews.

DID YOU KNOW: 70 per cent of jobs are not advertised and are gained through networking, direct contact or internal appointments. If you know your longer-term career direction, then you can utilise your time in rugby to build networks and contacts. When the time is right, you can let these people know that you are looking for work.



WOMEN ARE NOT SMALL MEN

FACTORS TO CONSIDER FOR PERFORMANCE FOR FEMALES

Understanding your body

By understanding your menstrual cycle and keeping a diary of how you feel and train on different days of your cycle, you will increase your understanding of your own body and how it can influence your sports performance. There are differences in how female and male bodies fuel themselves for exercise. Below we concentrate solely on the female body.

FIRST YOU NEED TO UNDERSTAND:

The menstrual cycle

- The typical menstrual cycle is 28 days long
- Day 1 is the first day of bleeding
- Menstruation (bleeding) is usually finished by day 5-7
- Ovulation (when the egg is released) usually occurs on day 14 or 15
- The follicular phase is from day 1 to ovulation
- The luteal phase is from the day of ovulation until the day before bleeding

Note: if you are taking an oral contraceptive, there is no follicular phase or luteal phase. You will just have low and high hormone levels as shown below.

- Low hormone level - days 1-5
- Moderate hormone level - days 6-10
- Highest hormone level - days 11-21

HYDRATION & SWEATING:

Plasma volume is the watery component of blood that reduces the thickness of the blood and allows blood to flow quickly to working tissues. When we begin to sweat, it is the plasma volume that is lost first, as it is this fluid that helps make up the sweat. We sweat to remove heat. In general, during the luteal phase and the high hormone phase of the menstrual cycle, women are less able to cope with the heat and have a reduced ability to sweat to remove the heat from deep inside the body.



To compensate for this shift in temperature and body water try these tips:

- **Pre-hydrate!** Using a sodium based hyper-hydration drink before high intensity training/ race/competition situations will help slow down the rate of dehydration. Water alone won't work, you need a bit of sodium to help pull fluid into the vascular spaces of the body.
- If you're not racing/competing or training at high intensity, be sure to stay on top of your hourly drinking. The recommended fluid intake based on body weight is 0.44-0.53 litres per 0.45kg of body weight per hour (with lower intake for slower and cooler conditions). 0.44 litres - 0.53 litres per 0.45kg of body weight per hour (lower intake for slower and cooler conditions).
- Pre- and post-exercise cooling is important. Pre-cool by drinking cold drinks. Post-exercise put cool water or a cool towel (not icy!) against the skin to facilitate blood flow back to the muscles, to reduce heat and facilitate recovery.

FUELING YOUR BODY

Women have a greater capacity for burning fat and sparing glycogen (increased fat use) both in the liver and the muscle in the high hormone phase. To maintain the capacity to hit intensities, women should look to stay on top of carbohydrate intake during exercise; BUT during the low hormone phase, women can afford to eat less external carbohydrate than her age- and fitness-matched male counterpart (think: 45-55g per hour as opposed to 65-80g per hour).

Women metabolize and use more fatty acids during prolonged exercise (and have greater fat stores than men.) Women also have a greater ability to maintain energy substrate stores during exercise and during recovery. Three hours post-exercise, men still have higher rates of blood glucose fluctuations and lower glycogen stores, whereas women are relatively close to the pre-exercise state

Women also oxidize (combine with oxygen) less protein and leucine (dietary amino acid) than men during the high hormone phase of the menstrual cycle, progesterone (or a lower estrogen to progesterone ratio) increases the use of protein during exercise. This phase difference is important to note for recovery as amino acids are key to immune function as well as muscle adaptations to stress.

(Note: estrogen and progesterone are both hormones found in the body. These are commonly referred to as female hormones even though they are found in both sexes).



WOMEN ARE NOT SMALL MEN

KEY POINTS

- Women have greater fat stores and access fat to a greater degree during exercise sparing liver glycogen.
- Women don't oxidize as many branch-chained amino acids during exercise as men, but in the high hormone phase of the menstrual cycle, there is a greater reliance on protein during exercise and at rest, thus recovery protein intake is critical for muscle synthesis and recovery.
- The post-exercise recovery phase: three hours post-exercise, a woman's metabolism is pretty close to pre-exercise/baseline levels; so the two-hour recovery window after the first of a twice a day exercise session needs to be carefully planned, in order to restore the muscles' fuel stores.
- The quick return to baseline metabolism also contributes to the reduced ability to 'lean up' in women- again, need to take advantage of the two-hour window to promote body composition change and glycogen/fat store recovery.

TRAINING SCHEDULES

It can be helpful to schedule your high intensity sessions during the low hormone phases, while scheduling longer recovery and steady state (low to moderate intensity) weeks during the high hormone phases of your cycle. You can begin by keeping a

training log and monitoring your cycle versus your performance. From this, you will be able to establish the strongest and best training days and when to back off. This will facilitate modifying a training schedule by planning for strenuous sessions, peak training and when rest is needed.

INJURY

There is a higher incidence of musculoskeletal and joint injuries right before your period comes. Some research suggests this is because of an increase in relaxin hormone levels, which are thought to soften and relax the ligaments in joints.

COMPETITION TIPS

Competing 2-3 days post-bleed has produced excellent performances. This can be attributed to controlled low levels of estrogen (hormone) and progesterone (hormone) leading to increased aerobic and anaerobic capacity, lower core temperature, greater plasma volume (watery component of blood), and a greater ability to sweat as compared to the later stages of their cycles. When they get to a professional competition level, some athletes will use oral contraception to alter their cycles for timing reasons.

Information provided by Dr Stacy Sims



TIPS FOR WOMEN IN SPORT

WE ASKED SOME OF OUR FEMALE PROFESSIONAL PLAYERS FOR TIPS FOR WOMEN IN SPORT. HERE IS WHAT THEY HAD TO SAY:

Starting from right now, stop calling them 'girl push-ups'.

There's either kneeling push-ups, standard push-ups, or my personal favourite, one-handed push-ups.

Rugby is for everyone.

If you are scared or worried about the contact aspect, don't be, New Zealand has great coaches who can help you with technique/safety. Most of the time, it comes down to your determination, attitude and confidence, so don't be afraid of tackling or being tackled.

If you come across a setback, a speed bump or an injury, do not give up, use it as motivation to get back out there and to keep going.

Don't focus on trying to look pretty, focus on being successful. You're already a beautiful wāhine.

Chase the goals you have set and don't let anybody stop you.

Find a supportive sports bra that you love, add some colour to help you feel feminine while you work out like a beast!

Being a mum and playing sport

Having children is a big change in your life, but it's no reason to stop pursuing your sporting dreams.

Breastfeeding tips

- Try to nurse before exercising.
- Make sure you wear a good supportive bra.
- Keep hydrated.
- Build your way back into high intensity running/sprinting very gradually, as when you are breastfeeding your ligaments may stretch, which can make you more prone to injury.
- Most importantly, always listen to your body.

“ It is a real privilege for women to show their love and passion for their sport and to be inspirational for others by breaking barriers and sharing the enjoyment of sport.”
SARAH GOSS



“ The toughest job in the world is raising kids, so don't think you can't play sport as well. You have the best preparation in your role as a mum, so you use those skills and, to top it off, you get a change of scenery, which you appreciate so much more. The reality is that you have to be organised and have a good support network.”
NIALL WILLIAMS



THE PERSONAL DEVELOPMENT PROGRAMME

THE NEW ZEALAND RUGBY PLAYERS' ASSOCIATION AND NEW ZEALAND RUGBY JOINTLY MANAGE THE PLAYERS' PERSONAL DEVELOPMENT PROGRAMME (PDP), WHICH IS FACILITATED BY PERSONAL DEVELOPMENT MANAGERS (PDMs) THROUGHOUT NEW ZEALAND VIA THE FRANCHISES AND PROVINCIAL UNIONS.

The PDMs work with emerging, current, overseas, transitioning and retired men and women players on their personal and professional development. The Personal Development Programme is there to support, guide and assist players in their career, education and personal development, and to challenge players to get the best out of themselves.

For many players, the Personal Development Programme is a contributing factor to enhancing their performance both on and off the field, which is why we believe better people make better players. Research shows that players who drive their own personal development gain more satisfaction out of the programme.

Professional rugby provides a great opportunity for players to work on their personal growth while they are getting paid. Contracted players are also provided a certain amount of time and support to work on their own development off the field.

As well as the contest on the field, players face many challenges off it. The Personal Development Programme provides the education and support needed for players to better handle those demands,

“ The Personal Development Programme is a great opportunity to upskill, grow and challenge yourself to improve in all aspects of your life. You can get huge personal rewards and gains from it. ” **SAM CANE**



including a network of providers offering expert advice in a range of areas including financial planning, banking, insurance, contracts, legal advice, property matters, personal support, social media, behavioural risk, anti-doping, wagering, disciplinary matters and problem solving.

“ Personal development is really important, and you find out just how important when you are injured, and it could be career ending. You suddenly think ‘What am I going to do?’

I would encourage players to work on their personal development as soon as they can and make the most of the opportunities you get. When you get injured you will have extra time on your hands, so it is a good time to put extra efforts into your personal development. It also helps your mental wellbeing by having something else to focus on other than your recovery. ” **NATHAN HARRIS**



DRUGS & ALCOHOL

RESPONSIBLE ATTITUDE

IT IS IMPORTANT THAT YOU MAKE INFORMED DECISIONS ABOUT ALCOHOL AND DRUG CONSUMPTION. Make sure that you know what you are putting in your body and how that will affect your health and your game. Also be aware that having a responsible attitude to alcohol use and actively discouraging the use of drugs will reduce any perceived glamour and excitement associated with their use.

Unfortunately, there have been many cases where people have missed an opportunity or have had their careers cut short due to their use or overuse of alcohol and drugs.

The bottom line is that you need to stick to the law regarding alcohol - know the legal limits when it comes to driving (or better still, leave your keys at home).

When it comes to drugs, the law is quite clear:

Illicit drugs are illegal in New Zealand.

DID YOU KNOW? ALL PROFESSIONAL RUGBY PLAYERS IN NEW ZEALAND ARE SUBJECT TO DRUG TESTING FOR BOTH PERFORMANCE ENHANCING DRUGS AND ILLICIT (ILLEGAL) DRUGS?

FOR MORE INFORMATION ON DRUG TESTING SEE THE PROTOCOL SECTION OF THIS HANDBOOK.

ALCOHOL – SOME FACTS

- Alcohol is a depressant drug and NOT a stimulant. This means it will slow down activity in your central nervous system, including your brain.
- Drinking alcohol affects decision-making - usually in a negative way.
- Drinking alcohol can lead to a lack of control over your behaviour.
- Alcohol affects concentration, coordination, and slows your response time in unexpected situations.
- Drinking too much can put you at increased risk of violence or being involved in a fight, which can lead to serious injury and/or adverse publicity.

Alcohol affects sports recovery process by:

- causing dehydration-recovery requires rehydration.
- worsening soft-tissue injury by reducing blood flow to the injured area, especially after binge drinking.
- increasing your kilojoule intake but without adding any positive nutritional value.
- reducing your motivation for refuelling, rehydration, facilitating muscular repair or focusing on injury rehabilitation.
- relaxing your attitudes towards certain foods, leading to making poor food choices.
- negatively impacting exercise performance, including your reaction time, balance and hand-eye coordination.

DRINKING ALCOHOL DOES NOT IMPROVE POWER, STRENGTH OR ENDURANCE.

To find out more about alcohol and how it affects you, checkout

Alcohol & Me - www.alcoholandme.org.nz

DRUGS

YOU ARE RESPONSIBLE FOR WHAT YOU PUT IN YOUR BODY. It is important to be aware of the negative effects and dangers of drug use, including synthetic drugs, which have been linked to numerous deaths.

Some of the effects of illicit drugs are outlined below.

Cannabis and synthetic cannabis

Effects of cannabis on sports performance:

- sleepiness
- loss of coordination and concentration
- anxiety and paranoia
- decreased motivation
- decreased memory and learning abilities
- decreased reaction times

Ecstasy

Effects of ecstasy on sports performance:

- overheating and dehydration - it has a direct effect on the body's ability to control temperature
- increased blood pressure and heart rate
- the 'comedown' after the drug wears off can leave users feeling exhausted, depressed and irritable
- loss of appetite
- lack of control of behaviour

Amphetamines

The term amphetamine refers to a whole family of artificial drugs that are chemically related. This includes methamphetamine (also known as P). Amphetamines are stimulants that increase central nervous system activity. With amphetamine substances it is very difficult to know exactly what you are putting into your body.

Effects of amphetamines on sports performance:

- dangerous for people who are exerting themselves as it can put a great strain on the heart. Some high-profile athletes have died after using stimulants in combination with exercise.
- increased risk of heat stress
- loss of appetite
- lack of control of behaviour

Apart from these effects, bear in mind that users have no idea what chemicals might have been used to make the drugs, and products used in their manufacture could be even more dangerous for your body than the drugs themselves.

New Zealand Rugby has clear responsibility policies around drug and alcohol use. It's a good idea that every sport/team has a set of these policies and that every player is familiar with them.

Does your sport/team have a responsibility policy for alcohol and drug use? Are you familiar with the policies?

If you need more information, contact **NZRPA** on **0800 PLAYER** or refer to the protocol section of this handbook under team functions.

If you or any of your family or friends have alcohol or drug related issues, help is available from:

- **The Alcohol Drug Helpline - alcoholdrughelp.org.nz - call 0800 787 797, 24 hrs a day, or txt 8681**
- **your doctor, teacher, school counsellor, coach, trusted adult, manager, NZRPA on 0800 PLAYER or your team Personal Development Manager**

SHOULD I STAY OR SHOULD I GO?

Questionnaire



“ Don't leave a part of yourself where you're from, immerse yourself in your new surroundings and get involved in the area. Be open-minded to the new opportunities. ”
LIMA SOPOAGA

SOMETIMES IN LIFE, AND PARTICULARLY IN RUGBY, OPPORTUNITIES COME UP THAT REQUIRE YOU TO MOVE. Here are some of the things you will need to think about when deciding if you should relocate to take up a new opportunity.

Does what you gain from the relocation, as a whole, outweigh the things you will lose through the changes you will have to make?

ON-FIELD:

Is the opportunity genuine? _____

Have you done your rugby research on where you are going? _____

What rugby pathways do they offer? _____

Do you know who you will be competing against for a position? _____

What personal development opportunities are in your new environment (both from a club, study/trade, and town/city perspective)? _____

What support structure does the club/provincial union/franchise have that you are going to? _____

OFF-FIELD:

Taking into account home life, the area where you live, your rugby team and your personal interests, will you enjoy/cope with being out of your current environment? _____

What support structures will you have in your new area? _____

If you have to move away from your family, how often can you get home to see them? How often can they come and see you? _____

Do you have family, cultural groups, church or other interest groups that you can link up with to make you feel connected in your new area? _____

Are the things you value in life still available in your new area? For example, if you love surfing are there beaches nearby? _____

PLAYER PROFILES



RIEKO IOANE

1. What are three things you think you need to be successful in life?

Discipline, organisation and the right attitude.

2. How do you maintain consistent good form in rugby?

Nail my role 100 per cent so I am able to do my job the best I can.

3. What do you know now that you wish you knew when you were

younger? Nutrition and sleep are so important.

4. What was the hardest lesson you have learned in rugby?

Accepting to lose helps us learn.

5. What do you do for enjoyment outside of rugby?

Gaming, looking after my puppy and spending time with my loved ones.



SELICA WINIATA

1. Why is working on your personal development while playing so important?

I don't view it as pressure, I view it as a challenge and, as a professional athlete, that is what your aim is - to embrace pressure - and there is no better way to do that than to have challenges in every game.

2. How do you cope with pressure?

I don't view it as pressure, I view it as a challenge and, as a professional athlete, that is what your aim is - to embrace pressure - and there is no better way to do that than to have challenges in every game.

3. What is the best off-field tip you have been given?

Embrace life and take any opportunity that

comes your way - try new things and get out of your comfort zone.

4. What has been your biggest disappointment in rugby and what did you learn from it?

When you don't get selected. No one likes to fail, you don't put in all the hard work in day-to-day to not make the team. What I have learned from it is that those who are willing to get up and fight again with that never-say-die attitude show true character and how much heart they have, and that is something people can't buy!

5. What is something on your bucket list?

To try extreme sports like those long adventure races.



PATRICK TUIPULOTU

1. What advice would you give yourself as a young adult?

Try everything out, get out of your comfort zone and try new different things, experience something you usually wouldn't do.

2. When things get tough how do you handle it?

Think of how privileged I am - there are a lot of people worse off in the world so it's about being grateful for what I have, what I have done and for what I want to do.

3. What is one of the best things

you have done outside of rugby?

Shaved my beard to raise money and awareness for Cure Kids NZ.

4. What is the best rugby tip you have learned?

It's not about how big or strong you are, it's about getting out there and being happy that you have put in 100 per cent effort into playing a match.

5. What do you value most in life?

My partner and family, they are the backbone of why I do what I do and can continue to do what I love.

MAKING THE DECISION TO PLAY OVERSEAS

“It can be a tough decision to leave New Zealand, but make sure you have not left any stone unturned. Even if you would have loved to go further, it is important to be happy with what you have achieved. When another opportunity comes up, make sure the timing feels right for you and your family to make the move. Once you make the decision to leave New Zealand, go out on a high by playing well till you depart. One day you might want to come back, so leave a good impression.”

BRAD SHIELDS.



**IF ARE THINKING ABOUT PLAYING OFFSHORE
HERE ARE SOME THINGS YOU SHOULD WORK
THROUGH BEFORE MAKING YOUR DECISION.**

**Have you achieved to a level, in New Zealand,
that you are now happy to move onto another
phase in your rugby?**

**Is the club you're considering moving to a stable
environment for you/and your partner?**

- Does the club compete at a level that you are happy with?
- Does the club have competent coaching (level of expertise, language spoken, culture)?
- Who are the marquee players at the club?
- Who are the players in your position that you will compete with for a playing spot?
- Are there other foreign players, partners and families at the club?
- Does the club have a reputation for looking after their foreign players and their partners well?

- Does the club pay salaries on time?
- What are the accommodation arrangements for you and those who go with you?
- Does the club have a staff member appointed to look after their foreign players?

Do you understand your contract and what you have been asked to sign?

- What is the term of the contract?
- Do you understand the termination clauses?
- What insurance is provided by the club whilst playing (for you and your partner, and for your belongings at your accommodation)?
- Who will take care of the visa/residency process for you and your partner?
- Who is looking after the playing registration process in the new country and what is the timeframe for this?
- Do you know the net worth (figure after tax) of your contract?
- Do you understand the financial implications regarding tax requirements of playing and earning offshore?
- Is there an image rights component to the contract? Do you understand what that is and what requirements go with it?

Are you using a competent agent/management company?

- Do you know and trust the agent or company you are using to facilitate an offshore deal?
- What is the reputation of the management company you are using with foreign clubs?
- Does the agent/company have a reputation for providing ongoing service post-contract negotiation?
- Does the management company have people on the ground in the new country to assist you and your family with any day-to-day issues that may arise?
- Beware of agents not known to you who ask you to sign something with their company before they will tell you the name of a club that is supposedly expressing interest in your services.

(Information supplied by Craig Innes, former player and NZRPA accredited agent.)



IF YOU HAVE ANY QUESTIONS, CALL 0800 PLAYER OR VISIT WWW.NZRPA.CO.NZ TO VIEW INFORMATION ON ACCREDITED AGENTS.

NZRPA has a dedicated Personal Development Manager to assist New Zealand professional players based overseas and help with a variety of services for players including insurance, careers and study options. This PDM also supports transitioning and retired players. Contact Fiona.Brading@nzsra.co.nz or call 0800 PLAYER.

THE NZRPA CATCHING UP WITH NEW ZEALAND PLAYERS IN JAPAN



CONSENT, THE LAW & SAFE SEX

WHETHER YOU ARE HOOKING UP WITH THE LOVE OF YOUR LIFE OR HAVING A ONE-NIGHT STAND, CONSENT IS KEY. Remember good consent is about good communication.

Consent is when someone agrees, gives permission, or says "yes" to sexual activity. Consent is always freely given and all people in a sexual situation must feel that they are able to say "yes" or "no" or stop the sexual activity at any point.

Consent is something that happens the whole way through sex, not just at the beginning. It relies on us

not just checking verbally but being aware of our partner's body language; are they pulling you close, smiling, touching you back, making moves on you too, removing clothes? These are all examples of nonverbal communication that let you know they are into it, if these stop or you aren't sure they are enjoying it at any point, you need to check.

CONSENT is:

- 1. Active**
- 2. Equal Power**

Just because a partner didn't say "no" doesn't mean they have given consent. Ask, because only "YES" means "YES."

If someone is underage, drunk, asleep or in another vulnerable position, they cannot consent.

- 3. Choice**
- 4. Process**

We must make sure our partners feel free to say "yes" or "no" without pressure. If we aren't willing to take "no" for an answer, consent cannot happen.

Consent requires ongoing conversations with lots of trust. Just because someone says yes to making out doesn't mean they want to do anything else. You can change your mind at any time.

Respect your dating partners.
Be someone who asks, listens, and cares about consent.



www.haven-oakland.org
24-hour Crisis and Support Line: 1-877-922-1274

@havenuproot

*Graphic from HAVEN Oakland Consent on Campus campaign

THE LAW AND SEXUAL VIOLENCE

ANY UNWANTED OR FORCED SEXUAL ACT HAS A HUGE IMPACT ON THE VICTIM. When people have been harmed sexually it can affect their lives for years afterwards, so make sure you are treating all your partners with care and respect.

Forced sexual acts are classed as sexual violation under the law, and are a serious crime. If you are charged and found guilty of sexual violation, you can go to prison for up to 20 years.

Even if you know the person or are in a relationship with them, active consent still has to be present.

In New Zealand, a person is unable to legally consent if:

- they are under 16 years old.
- they are impaired by drugs or alcohol.
- they are saying yes or going along with it because of fear, threats or intimidation, either to them or their friends or family.
- they are mistaken or have been misled about what is happening.
- they are mistaken about the other person's identity ... pretending to be an All Black? That's not consent.
- they have an intellectual, mental or physical condition or impairment that prevents them from giving meaningful consent.

If you have been hurt:

If you have been sexually violated - or suspect that someone you know has been - talk to someone you can trust like a family member, teacher, counsellor, doctor, manager or police.

Sometimes it is easier to talk to someone you don't know. There are organisations throughout the country that can help you. There is help available for any gender, serious and more minor incidents, recent and historic events.

For more information:

- Safe to Talk 0800 044334 or text 4334
- toah-nnest.org.nz - to find services for help with experiences of sexual violence or concerns about your own behaviour.
- www.myrivr.co.nz - MYRIVR is a downloadable app which lets you search all the different support services available across the country.

SAFE SEX

HAVING SEX IS ONE OF THE MOST INTIMATE THINGS HUMANS CAN DO, YET WE CAN BECOME SHY ABOUT ASKING OUR PARTNER TO PRACTISE SAFE SEX. Practising safe sex is important in order to prevent the spread of sexually transmitted infections (STIs).

You can get STIs if you have unprotected vaginal, oral or anal sex or skin on skin contact with someone. The best way to protect yourself and your partner is by using condoms.

Not all STIs have symptoms. Some STIs can be serious and may not go away by themselves, so it is important to be tested and treated if necessary by your doctor.

Don't be shy - look after your health!

DID YOU KNOW?

You can get 144 condoms on prescription from your doctor or Family Planning clinic for approximately \$5.00 (plus cost of doctor's visit or Family Planning visit).

Family Planning offer confidential, non-judgmental sexual and reproductive health care. They work with people of any gender, age, nationality or sexual orientation. www.familyplanning.org.nz

CONSENT, THE LAW & SAFE SEX

PORN AND SEX ON THE INTERNET

DID YOU KNOW THAT 30 PER CENT OF ALL INTERNET TRAFFIC IS PORN? That means a lot of porn is being watched.

Sometimes porn has been a key way people have learnt about sex. The problem is porn is not

particularly like real sex.

Porn is like the action movie of sex, you wouldn't learn to drive by watching 'The Fast and The Furious'. Likewise, you want to know the difference between porn sex and real sex.

Here's a list to get you thinking about the difference between porn and healthy sex in real life.

GREAT SEX IN REAL LIFE IS...	SEX IN PORN IS...
Done with the other person.	Done to the other person.
About equality, communication and people having fun together.	A performance, with crazy positions, situations and usually plays on power imbalances.
Safe and consensual.	Not about talking about what sort of sex the people want or having safe sex.
At appropriate times when everyone is into it.	Anywhere and everywhere often in unrealistic situations.
About having a level of connection and intimacy - even one-night stands.	Often reduced to being about the man's pleasure and often the connection between the people having sex is missing.
For people with real bodies, hair and all!	Full of giant breasts and penises, totally hairless bodies and never-ending erections. Porn doesn't show what our bodies are like in real life and can create unrealistic expectations.
Always better when there's effort and communication.	Unrealistic. In porn, orgasms particularly for women, are shown as instant, multiple and happening through penetration only. In real life less than 30% of women will orgasm this way and you need to be able to talk to your partner to learn about their body.
Very varied. In real life we have to find people who are compatible with us sexually.	Overestimating what 'normal sex' is. Things like threesomes, anal sex and bondage are common in porn, but these are not things most people have tried. Don't assume these are on the menu without talking to your partner.

Don't feel bad about watching porn but think about:

How much are you watching?

If you are finding it hard to 'get off' without watching porn, you probably need to cut back.

What sort of porn are you watching?

Ask yourself:

- Are the women and men all having fun?
- Does it show meaningful consent?
- Is the content legal? eg between consenting adults.

- Healthy sex can still involve role playing, but this is different to acts of violence that are not negotiated, safe or consented to. Are you able to tell the difference?
- When you have sex in real life are you clear that it is not going to be a performance like porn?

Have your radar on about what you are watching and remember porn can be addictive and have disturbing content. If you feel worried about your own porn use, it is ok to ask for help.

THE NZRPA RUGBY CLUB

CAMARADERIE, NETWORKING, SUPPORT, ADVICE



The New Zealand Rugby Players' Association have established a network for retired New Zealand Professional Rugby Players called the NZRPA Rugby Club. The club holds a number of events around the country to create opportunities for former players to unite, spend time together and re-establish the camaraderie that our great game offers us. The NZRPA Rugby Club is also able to provide support and advice for past players.

A designated Personal Development Manager is now available to assist overseas, transitioning and retired men and women players with their personal

and professional development. Support is available in a wide range of areas, including education, careers/ study, financial and mental wellbeing support.

Any retired professional player is encouraged to attend NZRPA Rugby Club events. To be added to the NZRPA Rugby Club database, receive information on events for past professional players, or to get assistance from the Transitioning, Overseas and Retiring Personal Development Manager please email Fiona.Brading@nzrpa.co.nz or phone **0800 PLAYER**.



HEALTHY RELATIONSHIPS

JUST AS RELATIONSHIPS CAN BE HEALTHY AND AWESOME, THEY CAN ALSO FALL INTO BAD PATTERNS AND EVEN BECOME ABUSIVE. Respect and responsibility is about helping us know what good relationships look like and how to offer help or get help when a relationship is unhealthy or abusive. Below are some signs to look out for.

A healthy relationship looks like:

Respect - you know and value each other's strengths, you see each other's potential, you respect each other's relationships with whānau and friends. When you mess up you apologise and work to do better.

Equality - means equal power over your own lives, you make fair decisions together, you value their views as much as your own, there is balance between you. You take responsibility for managing your own stress or anger.

Support each other's goals and dreams - you can be yourself without judgement, you uphold each other's mana, you build each other up, not tear each other down.

An unhealthy relationship looks like:

Isolation - like feeling pressure to quit the activities you used to love, spending all your time together at the expense of your other relationships, losing your sense of self.

Lots of conflict - you fight often but it never gets resolved, you fight for hours at a time, you pick fights with each other or you use sulking or the silent treatment rather than talking to get your own way. All couples argue, but in a healthy relationship when you fight, you fight fair - no put downs, no threats, no punching anything and you can both let things go.

No trust - checking up on your partner, accusing them of cheating, looking at their phone. A healthy relationship has boundaries, you don't need to know everything about your partner, you both have the right to privacy.

An abusive relationship looks like:

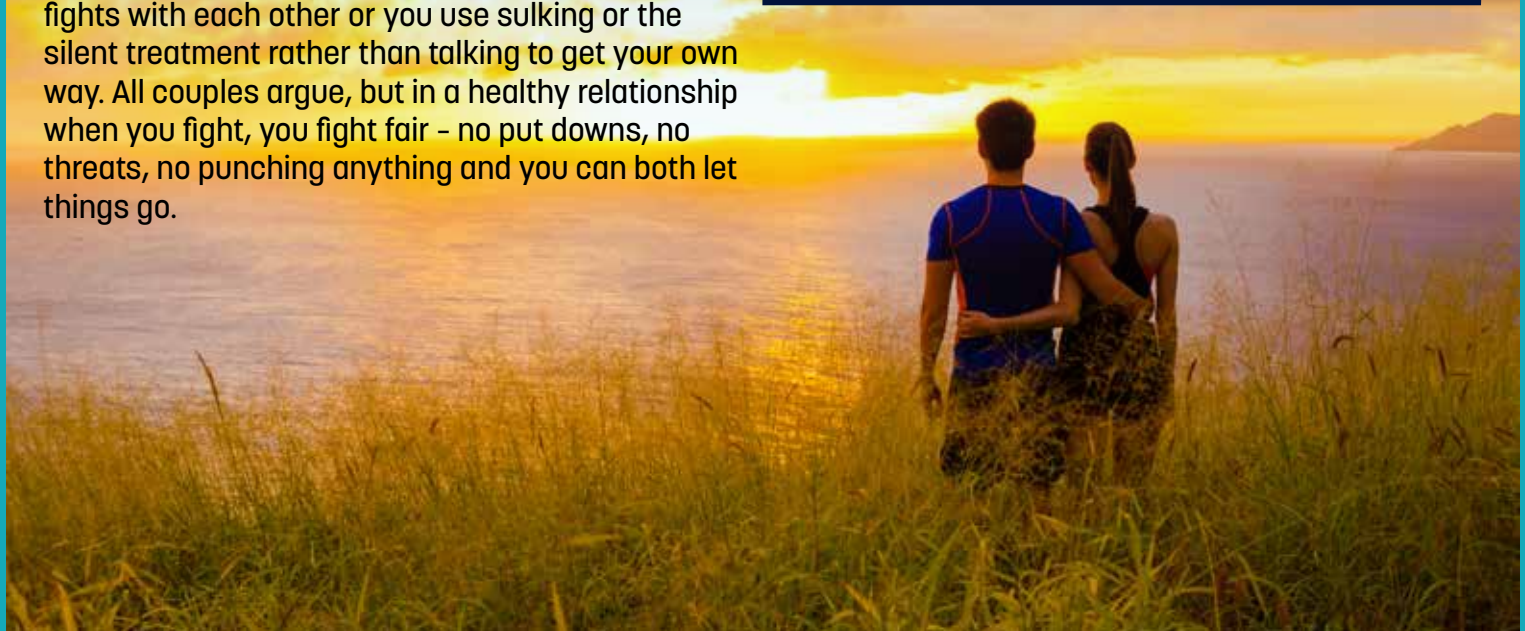
Power imbalance - the biggest thing that all abusive relationships have is one person consistently having more power than the other. This might be created by force, by putting your partner down or by assuming what you want outweighs their wishes.

Controlling - dictating what they can and can't do, what they should wear, who they can see, using jealousy to justify controlling behaviour, making it hard to spend time with friends and family.

Fear - one person feeling afraid or anxious about their partner's behaviour and moods. This might include fear of violence, of intimidating or threatening behaviour, being too scared to say what you really think about things, walking on eggshells around them.

FOR MORE INFORMATION CONTACT:

- White Ribbon New Zealand - www.whiteribbon.org.nz
- Youthline - www.youthline.co.nz - phone 0800 37 66 33 or txt 234
- 0800 Family Violence Information Line - 0800 456 450





OVER THE RAINBOW

RUGBY WELCOMES PLAYERS FROM THE RAINBOW COMMUNITY AND ENCOURAGES LGBTI+ PLAYERS TO BE TRUE TO THEMSELVES AND TO BE OPEN ABOUT THEIR LIVES.

COMING OUT

People can have lots of questions about how to come out. There's no one right way to do it, but there is always support available to you if you're in the process of coming out or you're questioning your sexuality.

- **Come out on your terms**

You're allowed to choose who to tell and when. If you think your family will disown you and you rely on living at home, there is nothing wrong with choosing to wait until you are ready, though sometimes our families can surprise us by how great they are too.

Read other people's coming out stories on Rainbow Youth to get some ideas.

- **Pick a label, or not**

For some people being able to say 'I'm gay' is really freeing and helps explain to others who they are. For other people none of the labels feel right. That's ok!

You can use whatever label fits you best, and that includes no label. Some people will choose to say, 'I like men' or 'gender doesn't matter to me' rather than pick a label. You can also change labels as your understanding of your identity changes.

- **You are not alone**

You might be the only LGBTI+ person you know, but there is a whole community out there, as well as online groups and support services. Remember it gets easier the longer you are out and the more community you have, so hang in there if you are feeling isolated and find the right support for you.

HEALTHY RELATIONSHIPS

TIPS FOR SUPPORTING A MATE WHO HAS COME OUT

HELPFUL THINGS TO SAY:

- **That's awesome! I'm stoked you could tell me and I think it is great.**
- **If you ever need a wingman/woman let me know!**
- **Are you seeing anyone? I'd love to meet them if you are.**
- **Are you telling other people?**

You have been told because you are a safe and trusted person, look after this trust by checking before you tell anyone else.

- **Let me know if you want me to tell the rest of the team.**

Sometimes people don't want to have to tell each person in their life and a good buddy can do some of this for them, but only do it if they ask you to.

- **Do you have good support? I might not be an expert but I'm always hear to talk to.**

Be an ally before they come out. There will be people in your life who are LGBTI+ who aren't out, you can let them know you are a safe person to talk to by always being respectful about the rainbow community.

UNHELPFUL THINGS TO SAY:

- **You are just going to have such a hard life.**

Being LGBTI+ is not hard, usually it is the lack of support from the people we love that makes it hard, so give them support and take care of this problem! Remember it is much harder for someone to pretend to be someone they aren't.

- **I don't mind what you do in your private life as long as I don't have to see it**

People's sexuality and gender is a core part of who they are, the point of coming out is not to hide it and to be free to be ourselves. While it may be new to you, five minutes googling 'how do I support my gay/trans friend' will help you process this news.

- **Homosexuality is a sin, and I can't support your lifestyle choice.**

Everyone is allowed to have their own beliefs; however, it is not ok to use these beliefs to oppress others. If you are worried about what your religion says about sexuality and gender, it is important to remember religions have changed their understanding of relationships over time to help people lead happier lives.

Being able to choose your own partner, get divorced and live together before marriage are just three examples of how we have redefined relationships. Recognising and valuing the diversity of sexuality and gender that is natural in humans is just part of this process.

- **Does this mean you want to date me?**

No. Rainbow community people are no more likely to be attracted to everyone than straight people are, just be a mate, they are the same person they always were.

FOR MORE INFO:

Rainbow Youth: www.ry.org.nz

Inside OUT: www.insideout.org.nz

www.genderminorities.com

Helpful terms:

Bisexual: A person who is emotionally and sexually attracted to more than one gender (eg men and women). They may be equally attracted to different genders or they may be more attracted to one gender.

Intersex: People who are born with ambiguous sexual characteristics that do not fit standard ideas of female and male bodies.

Gay: often used for males attracted to males, however it is also used as a general term for both males and females who are attracted to the same sex.

LGBTI+: Lesbian, Gay, Bisexual, Transgender, Intersex; the combination and number of letters varies but LGBTI is well-recognised.

Lesbian: A woman who is emotionally and sexually attracted to other women. This is used as both a personal identity and community identity.

Rainbow: An umbrella term that covers all forms of sexual and gender minorities and avoids the alphabet soup of LGBTI etc.

Transgender: Describes a wide variety of people whose gender identity is different from the sex they were assigned at birth. Some transgender people opt for some form of medical intervention (e.g. surgery or hormones) but many do not.

Takatāpui: A traditional term meaning 'intimate companion of the same sex.' It has been reclaimed to embrace all Māori who identify with diverse genders and sexualities such as whakawāhine, tangata ira tāne, lesbian, gay, bisexual, trans, intersex and queer.

Queer: A reclaimed word that serves as an umbrella term encompassing diverse sexualities and those who are not sure. This word is used by many people, but it may not be the preferred term for everybody.

Questioning: People who are questioning their sexuality or gender identity may not yet be sure how they identify. This is ok! Many people find that they identify in different ways over the course of their life, and some may never decide on a single term to describe themselves.



GREATS OF THE GAME



1. What are you doing now? I am a detective in New Zealand Police based out of Counties Manukau.

2. What are three things you think you need to be successful in life? Good support, challenges, drive and determination.

3. What transferrable skills did you learn in rugby that you use in life now? Being able to communicate with a wide range of people, strong leadership skills, good time management, being able to work in a team, work ethic, building a culture, listening skills, problem-solving and thinking outside the square.

4. What advice would you give yourself as a young adult?

Don't grow up too fast, live your childhood, adulthood will come soon enough. Enjoy your life and take every opportunity as it comes. The morals you learn and create at home lead you through life, like love, respect, support, honesty, trust and empathy.

5. What has been your biggest disappointment in rugby so far and what did you learn from it?

Losing the Rugby World Cup in 2014 and I was captain. That was my biggest disappointment and I learned from that and made sure I wasn't going to feel like that again. We looked at ourselves as individuals and then put the team first. It was about rebuilding. We couldn't live on past glory, we had to create our own destiny.

6. What is something on your bucket list?

Do a marathon, travel the world doing stair climbing - Hawaii is on my list as it has two big stair climbs there - and go to Santorini in Greece.

7. Looking back on your career what has been the highlight so far? The 2010 World Cup in England, my last game on New Zealand soil and winning the 2017 Rugby World Cup.

8. When things get tough how do you handle it? I go for a workout, I pray, and I think the best medicine is to visit my mum. Her presence is healing.

9. What is one of the best things you have done outside of rugby?

Buying my own house and renovating it.

10. What is your least favourite thing about rugby?

The bruises, and the next day after a game when you wake up and can't move.

11. What do you value most in life? My family.

12. What was the hardest lesson

you have learned in life so far? Dealing with grief and the loss of my dad. I learned that life goes on and there is so much love around you. I also learned I need to do everything to live up to his teachings and paying them back to make him proud.

13. What do you do for enjoyment? I like to catch up with friends and family and have a good laugh.

14. If you had \$30 how would you spend it? I would put \$20 petrol in my car and go for a drive and buy cookies and ice cream.

15. Who is someone (dead or alive) that you would like to meet and why? I would love to meet to

Jason Momoa off Game of Thrones and The Rock (Dwayne Johnson.) They are self-created and very grounded and give so much back to their community. I also share the same Polynesian chief name with The Rock.

FIAO'O FA'AMAUSILI Black Ferns captain, Auckland Storm



PLAYER PROFILES



DAMIAN MCKENZIE

- 1. What advice would you give yourself as a young adult?** Work hard and make the most of your opportunities, and be a good person.
- 2. When things get tough how do you handle it?** Just keep positive, talk to people you trust and respect, and remember the sun comes up tomorrow.
- 3. What is one of the best things you have done outside of rugby?** Travel the world. When I was in

America, in one town we stayed we had all four major sports teams – ice hockey, baseball, NFL and basketball – playing in the same week so that was a pretty cool thing to experience.

- 4. What is the best rugby tip you have learned?** Back yourself and play like you're the best player on the field. Also plan your week and be organised!
- 5. What do you value most in life?** Family.

1. What are three things you think you need to be successful in life?

Work hard, stay focused and enjoy what you do.

2. How do you maintain consistent good form in rugby?

By having consistent preparation. Even when you are out of season, still make good decisions and look after your body and yourself, and keep working towards your goals.

3. What do you know now that you wish you knew when you were younger? That it is okay to make mistakes. You learn from mistakes and it is a valuable part of learning if you pay attention

to it.

4. What was the hardest lesson you have learned in rugby?

When I made my Super Rugby debut, I made a mistake on my first touch of the ball and I let it rattle me and went into my shell. It was an important learning curve because I have now learned not to waste time in a game on things that have already happened; focus on the next play.

5. What do you do for enjoyment outside of rugby? I enjoy playing PlayStation and my favourite games are any NBA or FIFA games. I enjoy switching off and spending time with my family.



ANTON LIENERT-BROWN



MICHAELA BLYDE

- 1. Why is working on your personal development while playing so important?** To make sure you have got a career after athlete life is finished because you never know when that will be.
- 2. How do you cope with pressure?** Keep thinking about what I have done, what people remember me by, and to stay confident in myself. Whenever I doubt myself is when my form drops, so I keep thinking positively and keep believing in myself.
- 3. What is the best off-field tip**

you have been given? Manners will get you anywhere!

- 4. What has been your biggest disappointment in rugby and what did you learn from it?** Being the travelling reserve at the Rio Olympics. Not everything you strive for comes your way, so it is how you come back from that disappointment that matters. For me, I used it as a fresh start and showed how you can turn it into a positive to benefit your career.
- 5. What is something on your bucket list?** I want to meet Ellen DeGeneres.

TIPS FOR PARENTS & CAREGIVERS

ENJOYING SPORTS SHOULD BE A PRIORITY AT A YOUNG AGE, AND THROUGHOUT THIS HANDBOOK YOU WILL SEE THAT ENJOYMENT IS STILL HIGHLY VALUED FOR PROFESSIONAL PLAYERS.

Kids hate lectures or negative feedback straight after a game. Research states that the most

important thing to young kids playing sport is having fun with their mates – and usually the food afterwards.

We've asked some players for their tips to help parents and caregivers ensure kids maintain their enjoyment of sport.

HERE ARE SOME THINGS YOU CAN DO TO BE SUPPORTIVE OF KIDS IN SPORTS AND HELP THEM THRIVE:

Always applaud effort.

Focus on the process, not the outcome.

Make sport an enjoyable experience.

Be supportive and not critical.

Teach your kids self-control.

Let your kids make mistakes.

Encourage your kids to play a variety of sports to enhance their skill sets.

Teach them how to deal with disappointment and adversity.

Encourage them to use their disappointment as a motivator.

Encourage your kids to get their driver's licence and to be as independent as possible.

Encourage your kids to eat well, get plenty of sleep and to hydrate.

Encourage your kids to practise good sportsmanship.

As a spectator, set a good example and provide positive cheering from the sideline.

Respect the coaches, volunteers and referees – even if you disagree with them.

Don't give your kids grief on the trip home after the game. Instead of asking them why they didn't do certain things, tell them what they did well!

Set a good example of how to behave for your kids to follow

Remember it is their game, not yours. It is a game and it is meant to be fun.



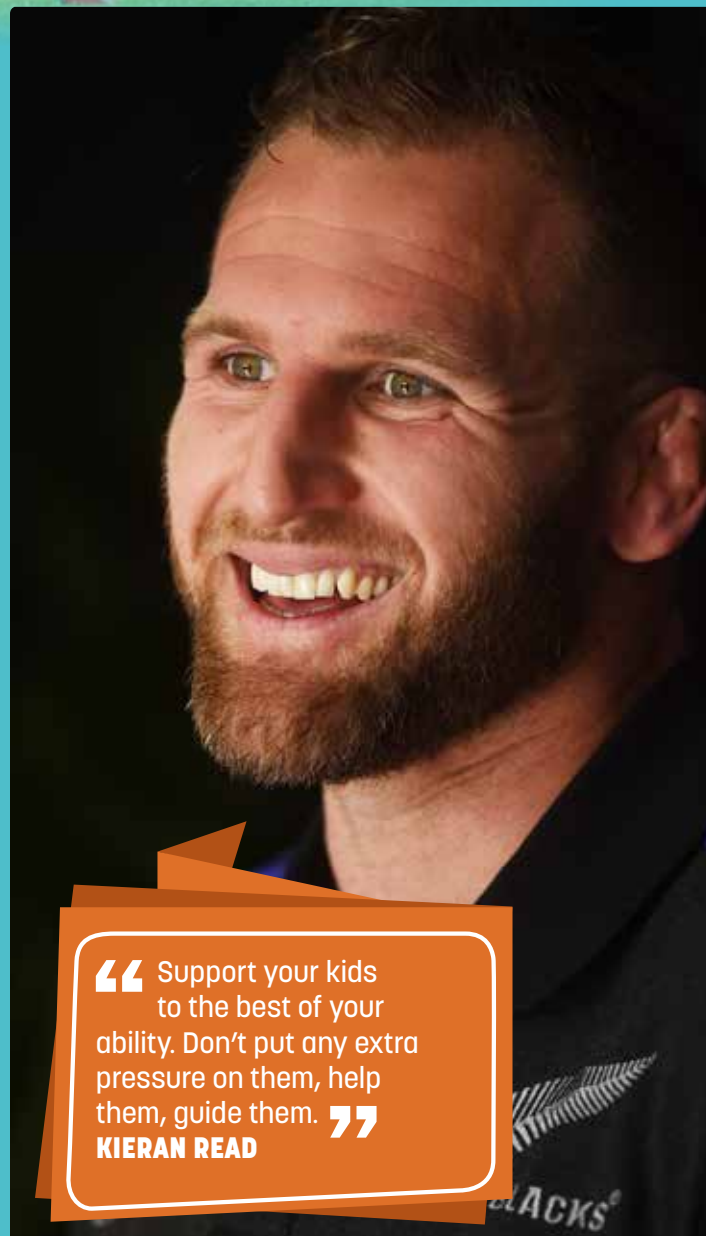
“ Parents just need to let their kids be kids and play. Chill out, relax and just let them have fun and learn along the way. ”

LIAM MESSAM



“ Sometimes we forget that kids see everything. They see, feel and hear everything, so parents' behaviour around their children is important even at the grass roots level. ”

KEVEN MEALAMU



“ Support your kids to the best of your ability. Don't put any extra pressure on them, help them, guide them. ”

KIERAN READ

PLAYER PROFILES



NEPO LAULALA

1. What advice would you give yourself as a young adult? Have a balance and enjoy your life. At the age you are is some of the best time in your life so enjoy it, work hard, but don't forget to celebrate your successes, which are the little victories along the way.

2. When things get tough how do you handle it? Don't lose faith in your overall goal. Surround yourself with good people and keep believing, things take time, so don't expect everything to

3. What is one of the best things you have done outside of rugby? Getting married. Finding the right person as a partner is the most important decision you make in life, so you want to get it right.

4. What is the best rugby tip you have learned? Nothing comes easy because if it was easy everyone would be doing it, so do the hard work.

5. What do you value most in life? My family.

happen in a hurry.



RUBY TUI

1. What are three things you think you need to be successful in life? Do everything from a place of love, have good communication, and have gratitude.

2. How do you maintain consistent good form in rugby? I believe if you love what you doing it never gets old - and I love Sevens. If you figure out what motivates you right from the start - for example, family, making yourself proud or improving your circumstances - it will help drive you to work hard to maintain good form.

3. What do you know now that you wish you knew when you were younger? I wish I understood

that everything happens for a reason and even when I think I am losing I am winning in many other ways by the growth and lessons that come from those situations. I wish I knew how to communicate better with my loved ones and myself as it goes a long way. Always treat yourself with respect.

4. What was the hardest lesson you have learned in rugby? Not to live by fear but to live through opportunities.

5. What do you do for enjoyment outside of rugby? I love to muck around with music and jamming with family and friends. (I play guitar.)



KIERAN READ

1. Why is working on your personal development while playing so important? Working on your personal development is crucial. You won't have your rugby career forever so you need something to go to when you finish. While you have got your rugby career, you have time to explore different options, so make the most of it.

2. How do you cope with pressure? Have good structures in place so that you don't get overawed by different occasions. Trust in yourself and have some skills to get yourself out of situations where there is pressure. We are all going to

come under pressure at some point, so it is how you adapt to it and embrace it.

3. What is the best off-field tip you have been given? Plan for your future and be smart with your money.

4. What has been your biggest disappointment in rugby and what did you learn from it? Losing in the two Super Rugby finals. You learn perseverance, that you can't take anything for granted and to keep working hard.

5. What is something on your bucket list? To go to Wimbledon and watch Roger Federer while he is still playing.

KIERAN READ

PLAYER PROTOCOLS

NZRPA BY THE PLAYERS
NEW ZEALAND RUGBY PLAYERS ASSOCIATION FOR THE **GAME.**



SUPPLEMENTS FOR YOUNG ATHLETES

A SMALL PROPORTION OF SUPPLEMENTS HAVE BEEN SHOWN TO IMPROVE HEALTH OR ATHLETE PERFORMANCE. HOWEVER, THE BENEFITS TO HEALTH AND PERFORMANCE CLAIMED BY THE MAJORITY OF SUPPLEMENTS ARE EITHER HIGHLY EXAGGERATED OR COMPLETELY UNPROVEN. UNTIL THE FOUNDATION OF SOUND TRAINING, NUTRITION AND RECOVERY ARE MASTERED, THE BENEFITS OF MANY SUPPLEMENTS CAN BE IRRELEVANT AND INSIGNIFICANT.

New Zealand Rugby and the New Zealand Rugby Players' Association supports a 'food first' approach to nutrition. This means that players should ensure they consume a varied, nutrient rich and complete diet based largely around whole natural foods filled with carbohydrates, protein, quality fats and micronutrients. There are some good food suggestions and smoothie recipes at the end of this document that will provide a much safer, healthier and cheaper alternative to supplements.

"In my view students do not need to use supplements - without professional advice from the experts you are putting yourself at risk. Work hard, get good nutritional advice and eat well - that will be more beneficial to you than any supplement." DJ FORBES - ALL BLACKS SEVENS

Risks

There are numerous risks associated with taking supplements, which generally fall into two categories: 1) risk to your health; and 2) risk of consuming banned substances.

1. Some supplements have a low health risk, for example Gatorade. However, others have a high health risk, including elevated heart rate, cardiovascular problems, anxiety, insomnia, digestive problems, kidney damage, high blood pressure and dehydration. Many of the ingredients in supplements have not been tested as being safe or effective for adolescents.
2. Supplements claiming to give you extra energy and/or burn fat 'pre-workouts' and supplements claiming to build muscle 'anabolic' in particular can be hazardous to your health causing increased heart rate and heart stress, increased blood pressure and kidney stress.
3. There is also a risk that supplements may contain banned substances. These banned substances can go unchecked and undisclosed on manufacturer labelling. If you take supplements containing a banned substance, you will test positive for doping and could be banned from sports for up to four years under the World Anti-Doping Agency (WADA) Code.

SUPPLEMENTS FOR YOUNG ATHLETES

Advice

1. If you do decide to use supplements, then it is your responsibility to ensure that any supplement you take has no banned substances in its ingredients and ideally has been batch-tested to ensure no contamination. Under the WADA code, athletes are ultimately responsible for the contents of any supplements they take. This is important to remember – especially if a trainer, coach, gym instructor etc is trying to push you to take supplements – remember you could be banned regardless of who gives you the supplement. The Informed Choice website (<http://informed-choice.org>) provides information on supplements that have been tested for banned substances. Remember just because a supplement has no banned substances in it doesn't mean it is good for you.

2. If you decide to use school- or team-issued supplements, we recommend you ensure there is a member of the team or school management responsible for managing the team's supplements programme – and record who that is. Check that they have undertaken the steps above to ensure the supplement is safe. Not all school management will have information or experience with supplements so if you have any doubts at all do not take them.

3. If you decide to take a supplement then you should inform your team or school management personnel and make sure they have both seen and approved what you are intending to take. However, you should also get professional advice from a qualified sports dietician or nutritionist. Supplements are expensive and money may be better spent on getting good advice on what you need.

4. Never take from, or use someone else's, supplement.

5. Keep strict control over who has access to any supplements you choose to use. Never let anyone else access it.

6. As part of your research into supplements make sure you visit the Drug Free Sport website (<http://drugfreesport.org.nz/supplements>). The information and risks of taking supplements will shock you. You can also call **0800 DRUGFREE** for advice and support.

"There is a lot of advertising out there and even athlete endorsements encouraging young athletes to take supplements – don't be fooled into thinking you need them at your age"

KEVEN MEALAMU - ALL BLACK

SUPPLEMENTS FOR YOUNG ATHLETES

Alternatives

Flavoured milk, such as chocolate milk, is highly effective at rebuilding and repairing damaged muscles after exercise. Milk or flavoured milk has more electrolytes than leading sports drinks, it also contains two powerful proteins, whey and casein. Milk protein has been shown to be the most powerful protein on the planet for rebuilding muscle.

Drink milk at meals, between meals as a snack, or drink flavoured milk after training /sport for energy, extra protein and growth. Great for adding lean muscle mass.

Milk powder is a cheap alternative to whey protein and is great in smoothies - added to milk it is a cheap and safe protein powder. Milk powder contains the same proteins that supplement companies put in their whey protein, at a fraction of the cost.

Milk-based breakfast drinks are a good portable energy food.

For further nutritional advice for Rugby Players, including recipes visit <http://autmillennium.org.nz/wp-content/uploads/2014/11/RUGBY.pdf>

SMOOTHIE RECIPE

Recovery smoothie: Add 3 heaped tbsp of trim milk powder to a glass of milk and blend or stir.

Muscles in a glass: In a glass or shaker pour 300ml milk, 3 tbsp trim milk powder, and 1 tbsp Milo. Shake or stir.

Breakfast shake: Blend together 300ml of reduced fat milk, a handful of berries (frozen is great), 2 tablespoons of berry yoghurt, 1 banana and a heaped tablespoon of raw oats.

Snickers shake: Blend together 300ml of reduced fat milk, 2 teaspoons of Milo, 1 tablespoon of good quality smooth peanut butter and a frozen banana.

SUPPLEMENTS FOR YOUNG ATHLETES

“There comes a time when supplements can play a positive part in a professional athlete’s nutritional plan - but that is only once they are part of a fully professional, ultra-demanding and well-resourced high performance set-up that ensures the appropriate checks and balances are in place, and that any supplements recommended are part of a thorough and detailed nutritional management programme. If you are not part of such an environment then stay away from them is my advice.” **KATRINA DARRY - ALL BLACK NUTRITIONIST**

For further information and advice on the topic of supplements for young athletes, please feel free to contact Drug Free Sport New Zealand on **0800 DRUGFREE** or the New Zealand Rugby Players’ Association on **0800 PLAYER**

The nutritional advice included in this resource is not designed to replace that of a Registered Dietitian or Sports Nutritionist, who remain the best source of an individualised sports nutrition plan for young athletes.

ANTI-DOPING

- Under anti-doping regulations Players are responsible for what they eat, drink, take into or apply to their bodies.
- Players must take extreme care to check that all substances they eat, drink, apply or are administered are WADA Code compliant.
- If you have not attended an anti-doping education session in the last 12 months immediately notify your team or academy manager, and ensure you undertake one as soon as possible. This is important as anti-doping regulations and the WADA code and prohibited list often changes.
- If a Player is ever in doubt about a substance, be it fluid, food, medication, cosmetic products or whatever do not take it and immediately contact Drug Free Sport, the team medical personnel or academy management to check if it is safe.
- If a Player sees a doctor, dentist or other health professional, they must tell that person that they are eligible for drug-testing as a high performance athlete for certain prohibited substances.
- Write down the name of any prescription drug you are prescribed and get it checked by the team or PU doctor.
- Keep a contact number for Drug Free Sport in your wallet or on your phone – you can call them to get advice if you are concerned over something you are about to take.
- Txt or declare any medication or substance you buy from a pharmacy to your team doctor before you take it.
- Never use other people's medications.
- There should never be a time when you are unsure about any medication you are taking – if there is, immediately contact the **NZRPA** or your team or PU doctor.
- If you are administered medication in circumstances you are not able to check first or you are concerned you may be at risk, immediately contact the **NZRPA** on **0800 PLAYER**, or your team or PU doctor.

ILLICIT DRUGS

- Players must not take or have any metabolites in their system of any of the following substances or any derivatives thereof:
 - Cocaine
 - Cannabis
 - Amphetamine
 - MDMA (ecstasy)
 - Heroin (or other morphine derivatives)
 - Lysergide (LSD)
 - Methadone
 - Ephedrine
- Players must not use, ingest or take any substance that masks the use of any of the above substances.
- Players may be subject to random hair follicle testing under the Illicit Drugs Regulations.
- If you have not attended an education session on the Illicit Drugs Regulations notify your Team Manager as soon as possible. You cannot be tested unless you have undertaken the education session.
- Any Player may be subject to testing under the Illicit Drugs Regulation In-Competition.
- Players may be required to attend or complete counselling, education, or drug treatment where it is established that they have used, taken or ingested any Illicit Drugs in circumstances that place their health and/or professional rugby career at risk.
- The Illicit Drugs Regulation is a separate Regulation to the NZR Anti-Doping Regulation. The World Anti-Doping Code Prohibited List includes Illicit Drugs which are prohibited In-Competition.
- If you or a mate require support or help please contact either:
 - **InStep 0800 284 678**
 - **NZRPA 0800 PLAYER**
 - **Your Team Doctor, Manager or PDM**
 - **NZR integrity@nzrugby.co.nz**

SUPPLEMENTS

- Players are responsible for the contents of any supplements they take.
- Each High Performance team, Franchise, PU and/or Academy/HP unit will designate a member of management (Designated Supplement Manager) to be responsible for managing their supplements programme, and will inform the Players of who that member of management is.
- Where a Player is advised to take supplements by the relevant organisation these will be provided free of charge to the Player, and the relevant organisation is responsible for taking all reasonable steps to ensure the supplement is safe for the player to take. These supplements are referred to as team issued supplements.
- Unless authorised by the Designated Supplement Manager (DSM), players must only use team issued supplements. The DSM will tell you what are 'team issued supplements'.
- Players must declare and get approval for any supplements they want to take, prior to taking them, from the DSM.
- Players must advise any changes to supplements they are taking, prior to making that change, to the relevant DSM.
- Never take from or use someone else's supplement.
- Keep strict custody over who has access to any supplement you use. Never let anyone else access it.
- If you wish to know more about any supplement and/or its contents you can contact your relevant DSM, members of your team management, NZRPA on **0800 PLAYER**, Drug Free Sport or check the IRB website. BUT even then do not take supplements that are not team issued supplements which have been approved by your DSM.

MEDICAL TREATMENTS/ PRESCRIPTION MEDICATIONS

- Players should (except in emergency situations where urgent medical treatment is required) consult their Team Doctor before:
 - o taking any medication; or
 - o seeing any other doctor or Other Medical Practitioner;
 - o being subject to any medical procedure.

Note: 'Other Medical Practitioner' includes chiropractors, osteopaths, podiatrists, naturopaths and alternative medicine providers.
 - A Player should (except in emergency situations where urgent medical treatment is required) only use medications or undertake a medical procedure with the approval of the Team Doctor.
 - If a Player does see another Doctor or Other Medical Practitioner, the Player should notify (or get someone else to notify) their Team Doctor as soon as possible afterwards and disclose not only any medication he/she has been administered or prescribed but also any medical procedure the Player has had, or is intending to have.
 - The Player should inform any medical person they are receiving treatment from that they are a professional athlete and subject to testing under the WADA Anti-doping Code.
 - A Player must advise the Team Doctor of any over-the-counter medication he/she is using or proposing to use.
 - Players should never source medications from anyone other than a pharmacist, and should not use any medications unless approved or prescribed by an appropriate medical professional, preferably their Team Doctor.
 - A Player must only obtain sleeping medication from the Team Doctor and must use it strictly in accordance with the advice of the Team Doctor or a doctor approved by the Team Doctor.
 - Players must not take sleeping medication in conjunction with alcohol or caffeine/energy drinks, or with the intent of obtaining a 'legal high'.
 - A Player must not permit anyone to inject a substance into him/her except for a doctor or nurse acting on the instructions of the Team Doctor except in emergency situations where urgent medical treatment is required (in which case the Player must then advise the Team Doctor).
 - Players must advise the Team Doctor if they propose to use pain relief medication and must only do so in accordance with the directions of the Team Doctor.
 - Anti-inflammatory medication should only be used at the minimal effective dosage for short periods and in accordance with the directions of the Team Doctor.
- Players should notify the Team Doctor, NZRPA on 0800 PLAYER, or NZRU Medical Director if they have any issues in relation to this protocol or consider that any person's conduct may not be in accordance with the above guidelines.

ANTI-CORRUPTION PROTOCOL

- Players must not bet on any rugby (7s or 15s) no matter how big or small the bet and no matter where in the world the game is being played.
- Players must not get other people to bet for them.
- Players must not let other people use their TAB accounts for betting without supervision of that use.
- 'Inside Information' is any information relating to selections, injuries, tactics, strategies, ground and weather conditions that could give someone looking to bet on a match or any part of it, an advantage over the general public.
- Players must not use Inside Information to bet.
- Players must not disclose to other people Inside Information where the player knows it is possible that that information would be used for betting.
- Live media interviews do not constitute disclosure of Inside Information.
- If any person approaches or asks a player for Inside Information, that approach must be reported immediately to the **NZRU** Anti-Corruption Officer or the **NZRPA** by calling **0800 PLAYER**.
- Under no circumstances can a Player accept any money, gift, benefit or reward for under-performing.
- Taking money to under-perform but not going through with it (i.e. actually performing well on the day) is still an offence.
- If a player sees or hears something that they consider could amount to a breach of the Anti-Corruption regulations, they must report it to the **NZRU** Anti-Corruption Officer or the **NZRPA** by calling **0800 PLAYER**.
- Players must not deliberately destroy records that relate to betting or match fixing.
- If players are the subject of an investigation into a breach of the regulations, they will be expected to co-operate with NZR. In this situation any Player may seek independent legal advice or contact the **NZRPA** on **0800 PLAYER**.
- If a Player has not attended an educational session on wagering and corruption then they must immediately contact their team manager, **NZRU** Anti-Corruption Officer or the **NZRPA** on **0800 PLAYER**.

PLAYER CONDUCT

We want people to take pride in who they are and those that they represent, not only upholding the expectations and values that unify and inspire people around them, but more importantly, contribute in way that sets the right example for those that follow. We need Players to act in the best interests of themselves, their families, their communities, and NZ Rugby (which includes Franchise Club and Provincial Unions). This means:

- Being a positive role model.
For example, always conducting yourself in a professional and respectful manner in all situations (including on social media).
- Respecting the rights, dignity, safety and worth of others.
For example, engaging in appropriate relationships and respecting others' thoughts and beliefs.
- Being fair, considerate and honest in all dealings with others.
For example, being aware of the risks and consequences surrounding violence and corruption.
- Being professional, making good decisions and accepting responsibility for your actions.
For example, drinking responsibly and not using drugs.

Players must adhere to:

- New Zealand Rugby's rules, regulations, and protocols (e.g. Anti-Corruption and Betting Regulations, the Respect and Inclusion Protocol and the Team Function Protocol).

- World Rugby Regulations
- Collective Employment Agreement (which also covers individual playing contract terms and conditions)
- New Zealand law (e.g. the Crimes Act)

If players breach the expected standards, then a misconduct process may arise. You will always have an opportunity to explain your actions.

A misconduct allegation could range from ordinary (less serious) misconduct to serious misconduct.

Examples - Serious Misconduct:

- Committing a doping offence
- Gambling on the outcome of any game
- Committing a criminal offence
- Actions, conduct, comments or behaviour that offends or harms others and/or the game
- Repeated misconduct

Examples - Ordinary Misconduct:

- Failing to attend training/promotional activity
- Failing to maintain prescribed level of fitness/comply with rehab programme
- Inappropriate use of social media

PLAYER CONDUCT

Good decision-making is at the heart of ensuring you remain safe, keep those around you safe and help ensure you are acting in the best interest of those that you represent. One decision making tool that may assist is the S.T.A.R decision-making model:

If you or a mate require support or help please contact either:

- o InStep 0800 284 678
- o NZRPA 0800 player
- o Your Team Doctor, Manager or PDM

S = Stop

- Create physical space
- Take a deep breath
- Get your emotions under control

T = Think

- Identify emotions
- Define the problem
- Come up with possible solutions

A = Act

- Identify a solution and actions towards the solution
- Carry out your actions
- Take ownership of your actions

R = Reflect

- Did the solution work?
- Could anything be done better?
- Congratulate yourself, you tried!
- If it didn't work, keep trying!

PLAYER CONDUCT

WHAT'S IMPORTANT?

Private Life:

- reputation as a person;
- career after rugby;
- commercial opportunities;
- family and friends;
- community.

Job:

- reputation as a player;
- exercising good judgement on and off the field;
- reputation of the game, team, country and your organisation

WHAT RULES APPLY?

- Laws of New Zealand;
- IRB Code of Conduct
- Collective Employment Agreement;
- NZ Rugby Regulations
 - anti-corruption and betting;
 - anti-doping
 - disciplinary regulations;
- General standards of good conduct

WHAT ARE THE MAIN AREAS OF RISK?

- alcohol;
- violence;
- drugs;
- sexual activity;
- social media;
- corruption.

POTENTIAL CONSEQUENCES (PERSONAL)

- front page media story, TV news story; news story;
- family issues;
- criminal record, restrictions on ability to travel;
- health issues;
- future employment prospects ruined;
- personal sponsors leave;
- career tarnished.

POTENTIAL CONSEQUENCES (PLAYER)

- injury/illness;
- dropped from team/squad;
- fines;
- suspended;
- sacked.

MENTAL WELLBEING

WE ALL HAVE MENTAL HEALTH, IN THE SAME WAY WE ALL HAVE PHYSICAL HEALTH. FOR AN ELITE ATHLETE BEING MENTALLY AND PHYSICALLY FIT AND HEALTHY IS EQUALLY IMPORTANT.

Just as working hard on developing and maintaining fitness, strength and conditioning is critical to a successful career in rugby, so too is working hard on maintaining and developing mechanisms to cope with the pressures of elite rugby and life. In fact, you will be a better player if you are mentally fit and healthy.

There are three levels of mental wellness:

1. **Mental fitness** - assists a healthy athlete to handle the stress of professional sport, just like physical fitness assists an athlete to handle the physical stress of a game.
2. **Compromised mental health** - players can present with early symptoms and signs mimicking anxiety, depression or other forms of mental illness. If compromised, players should seek help ASAP, the earlier the better.
3. **Mental illness** - this is the end of the spectrum where symptoms or signs are obvious and daily life is impacted.

You can improve your mental fitness and ability to deal with tough situations through building resilience, mental toughness and self-awareness. Ask your Team Management and PDM on how to go about this.

Compromised mental health may result in mental illness and/or behavioural issues, during and after your playing career.

Signs that a player may need advice or assistance with maintaining mental wellbeing include:

- Feelings of anxiety or stress
- Depression or feeling low
- A negative self-image
- Racing pulse
- Fear of interaction (e.g. with coach, leadership groups)
- Withdrawing from social contact
- Lack of motivation to study, eat well, train, socialise
- Changes in eating and sleeping habits
- Irritable, loss of confidence
- Substance abuse, anti-social behaviour, violence
- Excessive gambling
- Addictive behaviour

MENTAL WELLBEING

Situations that can lead to these symptoms include:

- Long-term injuries
- Recurring injuries
- Non-selection
- Relationship issues, separation/divorce
- Not getting on with the coach(es)
- Difficulties in maintaining a relationship
- Work/study stressors
- Financial or legal pressures
- Loss of someone close to you, grief
- Public criticism, social media

A major issue in players and non-players alike is not seeking help for mental health problems. Early identification and intervention for mental health problems is extremely important, as this can mean less disruption to a player's life and quicker recovery.

Remember - 'a problem shared is a problem halved'.

Players should never feel embarrassed about asking for assistance or help. People to go to for help include:

- Friends, family members or a trusted confidante
- The Personal Development Manager
- The Coach or CEO of the Provincial Union
- The Team Doctor
- Your own personal doctor if you would prefer not to discuss the issues with your team doctor
- **NZRPA via 0800 Player**
- Confidential, free, independent, professional support via InStep on **0800 284 678** (see **NZRPA** one pager), or other independent support programmes such as Lifeline **0800 543 354**

SOCIAL MEDIA

SOCIAL MEDIA HAS CHANGED WHAT IS 'PUBLIC' AND 'PRIVATE' AND HAS CHANGED THE WAY IN WHICH ASPECTS OF PRIVATE LIVES ARE ACCESSIBLE TO OTHERS.

Players can benefit from the use of social media provided it is used responsibly, but remember that any content Players post on social media platforms should be regarded as public statements. Assume everything you post online will be public.

Private text and voice messages can also be broadcast on a social media platform easily, and quickly, by the person a Player is communicating with, or a third party who manages to access that private content. Consider the potential consequences before sending risky, controversial or frustrated private messages, or something that could create a headline if taken out of context or it ends up in the wrong hands.

Players need to ensure they know how to protect themselves from unwanted attention and that private content is kept private, including:

- Making sure your profile is set to private
- Reporting fake profiles
- Only accepting friend requests from people you know and trust
- Don't post, join groups or 'like' inappropriate or offensive content
- Disable geotagging on your mobile device

Remember:

- When using Twitter, Facebook or any other social media platform Players are, in effect, broadcasting. If the message isn't fit for broadcasting it isn't fit for social media.
- Once posted, content is posted for eternity. Be mindful of your 'online footprint'.
- If you make a mistake online be transparent and admit it. Apologise if circumstances require it.
- Don't send texts, messages or post tweets, pics or comments when drinking or angry.
- There will be times when you will be provoked. The best response is none at all. Whatever you do don't get involved in a slanging match.

If you become concerned or would like assistance with any of the above, or you are worried about content that is being posted about you, your family or friends then contact your PDM, team management, **NZRPA** on **0800 PLAYER** or the NZRU media department.

TOP TIP: If you have anything on your Facebook, Instagram or other form of social media platform that you would not like your parents, grandparents, current or future partner and kids as applicable to see - clean it up ASAP! Inappropriate online activities can be detrimental to your family, friends and team, damage your integrity and impact future employment.

HANDLING HOMESICKNESS

MUCH OF WHAT YOU KNOW AND RELY ON IS AT HOME. HOMESICKNESS IS A NATURAL RESPONSE TO CHANGE.

Homesickness can be light and pass quickly or dark and difficult. When separated from familiar surroundings or people for an extended period, people, no matter what age or from which culture, may experience homesickness.

Homesickness can manifest as a sense of dread or helplessness, depression, anxiety, sadness, frustration, anger or hopelessness. Extreme cases can cause physical symptoms like stomach pain, indigestion, headaches, nausea and tears. Players can attempt to bury the feeling by overtraining, eating more and drinking more. It should not be trivialised and can have a major impact on the players mental wellbeing, personal life and ability to perform at his or her best.

What you can do:

- Realise and accept that new situations take time to get used to, give yourself a few days or weeks to relax and fit in.
- Don't try to bury feelings by overtraining, drinking, or eating more to make feelings go away. Try to establish a routine and maintain a balance of life.
- Talk about it with a team mate, PDM or member of team management. Access the people around you for support, odds are they have experienced it themselves.
- Keep in touch with people from home and let them know you'd like to hear from them too. Be mindful that too much contact can make things worse, so agree on what suits you before going away.
- Bring mementos from home – photos etc
- Look for new and different things to do to keep busy – if in a new city, be a local, get involved in local culture
- Talk to your PDMs who can assist by helping you identify personal development options that can help fill in your time – eg: study, seminars, reading.
- Do something! Don't wait for the feeling to go away by itself. Asking for help is the hardest part, the rest will be easier.

CONCUSSION

Concussion is a brain injury caused by the impact of force (a blow) to a part of the body, not necessarily the head directly.

- If you or a teammate suffer an injury that impacts on your head and experience any of the following during a match or at training you should immediately seek medical assistance:
 - Loss of consciousness or responsiveness
 - Lying motionless on ground/slow to get up
 - Unsteady on feet/balance problems or falling over/incoordination
 - Grabbing/clutching of head
 - Dazed, blank or vacant look
 - Confused/not aware of plays or events

How do you know whether you have been concussed during a match or at training?

It is difficult to positively identify concussion during a match or at training but you will generally have one or more of the following signs or symptoms:

- Loss of consciousness**
- Headache**
- Seizure or convulsion**
- Dizziness**
- Balance problems**
- Confusion**
- Nausea or vomiting**
- Feeling slowed down**
- Drowsiness**
- Pressure in head**
- More emotional**
- Blurred vision**
- Irritability**

Sensitivity to light

Sadness

Amnesia

Fatigue or low energy

Feeling like "in a fog"

Nervous or anxious

Neck pain

Don't feel right

Sensitivity to noise

Difficulty remembering

Difficulty concentrating

The key is to seek medical assistance - don't try and self-diagnose or hide any symptoms or concerns, you must speak up if you are concerned about yourself or a fellow player.

- It is important to note that these signs and symptoms might not be present straight away. They may be delayed by several hours. In either event they should be reported to the Team Doctor as soon as possible.
- On many occasions, the symptoms of concussion will disappear quickly but on occasion they will be prolonged. Any prolonged symptoms must be reported to the Team Doctor as soon as possible.
- The best thing you can do if you have any of these symptoms is to rest the body and rest the brain. You should rest until the symptoms have gone away and not return to playing or training until you have been medically cleared, and feel within yourself that you are ready.

CONCUSSION

- Protective equipment such as headgear and mouth guards won't necessarily prevent concussion occurring but mouth guards must be worn to prevent other injuries to the face and jaw.
- You should educate yourself about concussion by logging onto the World Rugby website at www.irbplayerwelfare.com and complete the concussion educational module for the general public.
- At the professional level of the game, if you suffer a bang or a blow then you may be removed from the field of play to undertake a Head Injury Assessment (HIA). If at any stage concussion is suspected by the attending medical professional you must be removed from the field of play permanently.
- To understand more about the process involving the removal of a player from the field for play for a HIA please ask your Team Doctor to take you through it.
- If at any stage you become concerned about concussion in respect of yourself or a teammate contact your Team Doctor, a member of Team Management or the **NZRPA** on **0800 PLAYER**

RESPECT & INCLUSION

1. Inclusiveness is at the heart of providing a safe environment where everyone - whether part of your team or organisation, or otherwise - feels welcomed, encouraged and valued. We all have to play a role in fostering, promoting and maintaining empowering, positive rugby environments.
2. Creating environments that are truly inclusive is about more than setting policies and expectations; all people need to want to look after and respect each other, understand the benefits of doing so, and treat each other in the manner that they would want themselves or their family to be treated.
3. Rugby must promote environments that value all people and their wellbeing. All people involved in any way with rugby - whether that involvement is formal or informal, long-term or casual - have the right to be treated with dignity and respect and to engage with the game in a manner that is free of harassment, coercion, abuse, humiliation and discrimination.
4. At all times while interacting with people, those of us operating in the professional rugby environment must act with dignity and respect towards others and not discriminate against any person on the grounds of:
 - **Gender;**
 - **Marital status;**
 - **Religious or ethical belief;**
 - **Colour, race, ethnicity or nationality;**
 - **Disability (whether mental or physical);**
 - **Age;**
 - **Political opinion;**
 - **Employment status;**
 - **Family status; or**
 - **Sexual orientation.**
5. It is important to recognise that interactions in professional rugby occur in many different forums - for example: team or management meetings, at or after games, sponsor or VIP hosting, promotional and PR appearances, media activity, other team activity, or even in private with teammates or colleagues. Always be conscious of who is around you, where you are and how you are behaving - be respectful of others at all times.
6. As people involved in professional rugby it is important that you:
 - Understand there are consequences to your actions - sometimes you might say and do things that you intend to be funny, but can actually hurt someone's feelings. Think before you speak;
 - Stand up and look after those who may not have the confidence to stand up for themselves; and
 - Stand up for yourself and embrace who you are, let others know that words and actions mean something to you and those close to you.

RESPECT & INCLUSION

7. All professional rugby environments - Provincial Unions, Super Rugby clubs and NZR National Teams (including both rugby and corporate staff) - should have a policy in respect of bullying, harassment and discrimination in the workplace. NZR has issued a model policy and complaints procedure and all organisations are encouraged to adopt this if they do not already have their own.
8. If you feel victimised, discriminated against, bullied, or harassed, you should talk to someone that you feel safe with and trust. People to go to for help include:
 - **Family and friends;**
 - **Your Personal Development Manager (PDM)**
 - **Your Coach, Team Manager or CEO;**
 - **Your agent;**
 - **The NZRPA via the 0800PLAYER number; and/or**
 - **Confidential free independent professional support via INSTEP 0800 284 678, or other independent support programmes such as Lifeline etc.**
9. If you are concerned about another person's conduct and whether it constitutes bullying, harassment or discrimination, or wish to make a complaint about the behaviour and/or activity of another person or group of people, you can advise either your team manager, CEO, the NZRPA or another designated contact person as soon as possible after the incident.
10. For further information, see Human Rights Commission, Diversity Works NZ, the Citizens Advice Bureau, or Skylight.

TEAM FUNCTION

THE PURPOSE OF THIS PROTOCOL IS TO PROVIDE GUIDANCE AROUND THE PLANNING AND THE CONDUCT EXPECTED OF PROFESSIONAL RUGBY TEAM MANAGEMENT AND PLAYERS AT TEAM FUNCTIONS.

It is important to understand that any behaviour at a Team Function, or in fact at any other time, that may be in breach of an employee's obligations under the Collective Agreement or any individual employment conditions may be investigated as potential misconduct.

WHAT IS A TEAM FUNCTION?

1. A social function organised by the team's management and / or players in the normal course of employment. Examples of this include a team dinner while assembled, sponsor functions, awards evenings or a team celebration, events after trainings (e.g. clubrooms events); and
2. A social function organised by the team's management and / or players where a person acting reasonably would identify the function as a team activity. Examples of this could include a team fishing charter, golf day, bus tour.

For the avoidance of doubt, Team Functions include any social function that meets the above definitions, regardless of whether they occur during a period of leave, a bye week or any other period outside of formal assembly.

PLANNING A FUNCTION

1. All Team Functions must either be organised by team management or notified to team management. When organising a Team Function, team management or team players need to consider:
 - a. The most appropriate location for the Team Function (private or public).
 - b. Transport arrangements to and from the Team Function.

- c. The need for sober chaperones, and potentially security, at the Function.
- d. The type of activities undertaken at the Team Function.
- e. What steps need to be taken to ensure team members and any other people involved or in contact with the function will be hosted appropriately and safe.
- f. Whether alcohol will be part of the Team Function (see additional guidelines below).

2. If alcohol is to be provided at the Team Function, the following guidelines and expectations apply:
 - a. No person shall be compelled to drink alcohol;
 - b. No-one under 18 shall be supplied with alcohol;
 - c. Team Functions should follow established good practice in terms of host responsibility, including provision of mid or low-strength alcohol and non-alcoholic alternatives as well as food; and
 - d. No player should interact directly with a team's alcohol sponsor or partner without the express consent of team management. Any communication between a player and a team's alcohol sponsor should be conducted via an appropriate member of team management or the team's administrative staff.

3. If the Team Function is organised by team players, sufficient detail about the Team Function must be notified to team management. If team management believe there may be any potential health, safety, security or reputational risks arising from the proposed Team Function, then they will ensure the organisers (whether players or management) of the Team Function put in place arrangements to minimise any such risks.

TEAM FUNCTION

BEHAVIOUR AT FUNCTIONS

4. It is expected that any person subject to this Protocol will maintain reasonable standards of behaviour at Team Functions. For example, this includes:
 - a. Maintaining the standards of behaviour expected of professional rugby people including standards in relation to Inclusiveness / Respect, Illicit Drugs and Player Conduct.
 - b. Drinking and behaving responsibly, safely and in accordance with any policies or protocols established by the relevant team or organisation.
 - c. Looking out for others that are drinking and/or attending the function especially young people/ players and any guests or members of the public.
 - d. Using social media appropriately.
5. Conduct that is unacceptable for any employee or other person engaged in the professional rugby environment at Team Functions includes:
 - a. Possession, supply, trading and/or consumption of illicit drugs, or any similar substances that result in similar loss of function;
 - b. Use of any medication other than for its stated / prescribed purpose;
 - c. Breaching established team security protocols;
 - d. Excessive consumption of alcohol in a way that creates risk to the health and safety of you, others in the team or the general public;
 - e. Engaging any performer or live entertainment (whether male or female, and whether legal, consensual or otherwise), where such activity is inconsistent with the Respect and Inclusion Protocol;
 - f. Unsafe or group sexual practices, whether consensual or otherwise;
 - g. Any other action or behaviour that is likely to bring the reputation of the team, NZR, Super Rugby

Club, Province or the game of rugby generally into disrepute;

- h. Any other action or behaviour that could compromise your personal safety or the safety of others in your team; and
- i. Any of a-h above either in a public setting or otherwise broadcast or notified through social media channels.

IF YOU BECOME CONCERNED OR A PROBLEM OCCURS

6. If a member of team management or a player becomes aware of any behaviour by anyone that may be in breach of this Protocol, or if a Team Function appears to be getting out of control, that person should immediately notify the senior players, team management or administration personnel at the Team Function.
7. If a person is unsure whether any behaviour or actions may be in breach of this Protocol, the person should in the first instance discuss the problem with senior players/team management or administration personnel at the Team Function to determine whether further action should be undertaken.
8. If at any time the physical health or safety of any person at the Team Function appears to be threatened, emergency services (i.e. Police, Ambulance) should be called to the Team Function.
9. If following the Team Function, a person is concerned about any behaviour by anyone at the Team Function that may be in breach of this Protocol, the person should notify the NZRPA, a member of the team management or their CEO as applicable.

NZR encourages all those engaged in the professional rugby environment who choose to consume alcohol at a Team Function to first review the education available at alcoholandme.org.nz

GLOSSARY

Agent - in professional sport an agent is a person authorised to act on behalf of a player in negotiating contracts.

Accredited Agents - agents who meet the standards of the Agent Charter (see definition below) demonstrating that they have knowledge, integrity, competence and professionalism to justify being classified as an Accredited Agent and they agree to maintain these standards at all times.

Provisionally Accredited Agent - an agent who demonstrates that they act with integrity and professionalism and have a high level of knowledge and competence but who may not yet have been involved at all levels of negotiation and/or may not yet have the overall level of skill and experience required to be an Accredited Agent.

Agents Charter - the document stating the standards to facilitate advice and support in a manner which the NZRPA believes protects the interests of the players and is fair and reasonable to those wishing to provide services.

CEA - Collective Employment Agreement. The agreement is negotiated once every three years between NZR & NZRPA and covers all the other terms and obligations of your employment as a professional player, and many of the things that effect your environment such as competitions and eligibility.

CV - Curriculum Vitae. A brief document about yourself that you are usually required to submit during the job seeking process

DFSNZ - Drug Free Sport New Zealand.

Franchise - Super Rugby Club

Instep - the provider of psychological support services for contracted rugby players

Investec Super Rugby - the name of the Super Rugby competition

Mitre 10 Cup - the name of the rugby National Provincial Championship

MOU - Memorandum of Understanding. The women's employment agreement is currently written as a Memorandum of Understanding.

NZR - New Zealand Rugby

NZRPA - New Zealand Rugby Players' Association

PDM - Personal Development Manager

PDP - Personal Development Programme

PU - Provincial Union

PUDC - Provincial Union Development Contract

SR - Super Rugby

NZRPA

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