CULTIVATE IQ

The Three Circles Family Guide

A gentle way to start a conversation, and a simple map to come back to, about who has earned a place close to her.

Cultivate Athlete Partners

Every young athlete has an inner circle: the handful of people who shape how she sees herself, and whose opinion matters more than anyone else's. This guide is not a test, and it is not something to complete for her. It is a simple framework to open a conversation rather than close one.

There are no wrong answers here, and nothing needs to be shared out loud that either of you would rather keep private.

How to Use This Guide

The guide has three parts, and each one is for someone different.

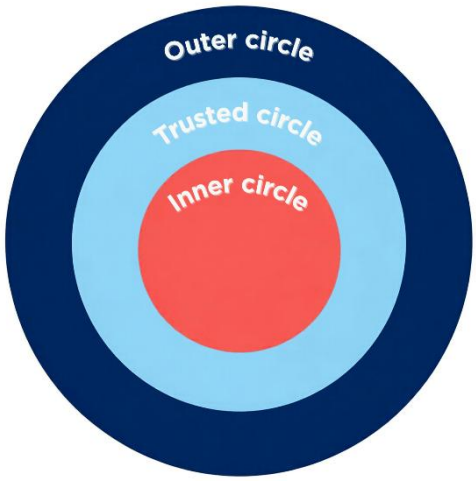
- **Part 1, Together.** The Three Circles, the RAOC filter, the competence test for anyone in a professional role, and some conversation starters. Look at these with her, in a relaxed moment.
- **Part 2, For you.** The Access Map. A private reflection tool for you, the parent. It is not something to fill out with her or show to her.
- **Part 3, For her.** A private page that is hers alone. She does not need to show it to anyone, including you.

PART 1 · TOGETHER

The Three Circles

For the two of you to look at together.

Trust is not a yes-or-no switch. It sits on a spectrum, with different levels of access that different people have genuinely earned.



Inner Circle

The small group who know her fully. They legitimately shape how she sees herself and influence her biggest decisions.

Trusted Circle

People she relies on in one or two specific areas. A coach she trusts on the court, but not with everything else. A friend who is wonderful company, but not who she calls when something is genuinely wrong.

Outer Circle

Everyone else she engages with warmly, but who has no access to her fears, her goals, or her decisions. This is where most people belong, and that is not a bad thing.

The RAOC Filter

How do you tell what someone has actually earned, rather than just how much you like them? Four things, easy to remember as RAOC.

R	**Reliability**	They do what they say they will do.
A	**Acceptance**	They take her as she is, without judging or comparing, and they can separate her performance from her worth.
O	**Openness**	They are honest with her, even when it is uncomfortable, and can hear hard things in return.
C	**Congruence**	They are the same person in private as in public.

The inner circle is for people who score well across all four, not perfectly, but consistently and over time. Someone can be strong on one and weak on another; that gap is useful information, not a verdict on the person. It usually means they belong in the Trusted Circle rather than the Inner one.

For Anyone With a Job in Her Life

A coach, an adviser, a physio, an agent: anyone she relies on to do a job, not just to support her, needs to pass a second test as well. Trust is only half of it. For anyone with a job in her life, the second test is CRED:

- **Capability:** they can genuinely do the job, and their qualifications back it up.
- **Relevance:** what they know fits her sport, her age and her stage, not a different athlete or how things were done ten years ago.
- **Experience:** they have done this before, with athletes like her, and can show you what came of it.
- **Development:** they are still learning, and they keep their knowledge and qualifications up to date.

The people you want in those roles sit in the intersection: trustworthy on RAOC, and genuinely competent. Competence without trust is a risk. Trust without competence is kind, but it will not get her where she is going.

Three habits help here: choose on both, keep watching once they are in, and know how you would end the arrangement before you begin.

Starting the Conversation

A few things that help:

- Do this together, in a relaxed moment, not as an interrogation or a test.
- Let her lead. If she wants to talk it through, wonderful. If she would rather keep her answers private, that is completely fine.
- Do not ask her to name who she has placed where. Ask about the framework, not the names.
- Use your own circle as an example first. It normalises the idea and takes the pressure off her.
- There is no rush. This is a conversation to return to over time, not a single sitting.

Conversation Starters

- “I’ve been thinking about who I really go to when something’s wrong, and who I keep at more of a distance. It’s interesting to think about why.”
- “Is there anyone in your life who’s always around, but you’re not totally sure you trust yet?”
- “Can you think of someone who’s great fun, but you wouldn’t necessarily go to them with something serious? What’s the difference?”
- “Everyone who follows you online is really in the outer circle. Does that match what you tend to share?”

PART 2 · FOR YOU

The Access Map

A private reflection tool for you, the parent.

This part is designed to be used more than once. Circumstances change, new people arrive, and it is worth checking in every few months, especially after something significant: a new coach, a new relationship, a big result, a hard season.

STEP 1: SCORE SOMEONE

Pick a person who currently has real access to her, meaning she takes their opinion seriously. Score them 1 to 5 on each element of RAOC (1 = rarely, 5 = consistently), then rate honestly how much access they actually have right now.

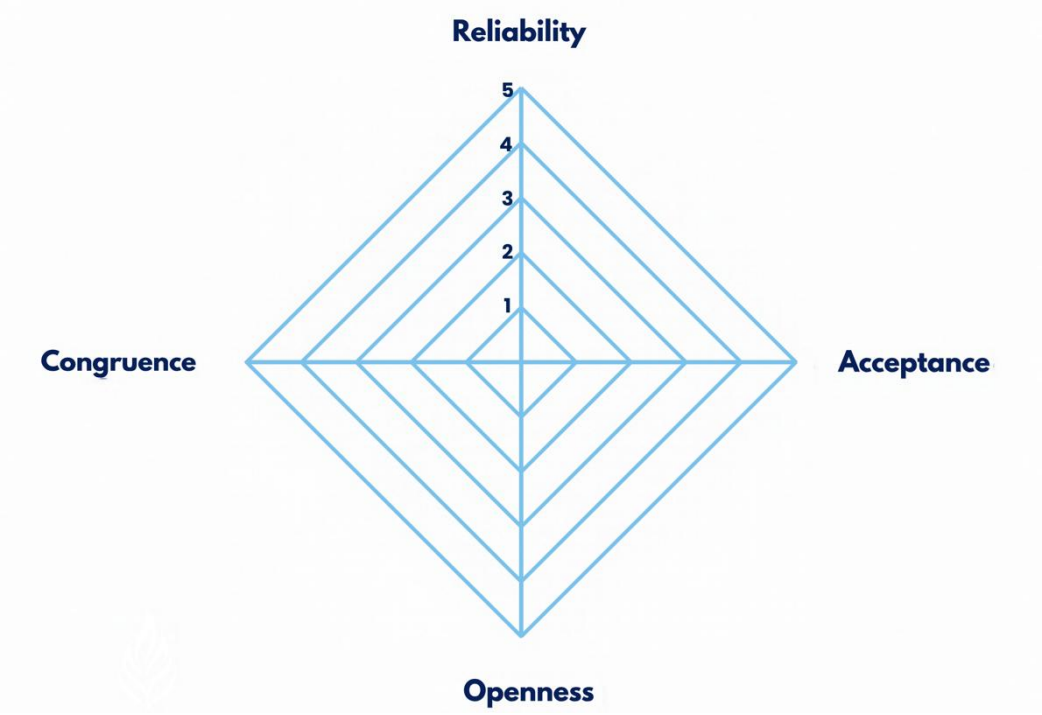
You might include yourself. It is often the most useful row on the page.

Initials	R	A	O	C	CRED*	Access now (Low / Med / High)	Date

** CRED: score this only for people in a professional role (a coach, an adviser, an agent). Leave it blank for family and friends.*

STEP 2: SEE THEIR SHAPE

Mark each score on its line of the chart, then join the four points. A large, even shape is someone strong across all four. A shape that pulls in on one side shows you exactly where the gap is. Use a different colour for each person, or print a fresh copy.



STEP 3: PLOT THEM ON THE MAP

Write that person's initials into the quadrant that best fits: how much access they currently have, against how well they scored across RAOC.

	Low earned (RAOC)	High earned (RAOC)
High access now	**Watch closely** More access than they have earned. Worth a second look.	**Healthy inner circle** Access matches what they have earned. This is what it should look like.
Low access now	**Rightly outer** Low access, low earned. Appropriate as it is.	**An opportunity** Earned more than they currently have. Worth considering.

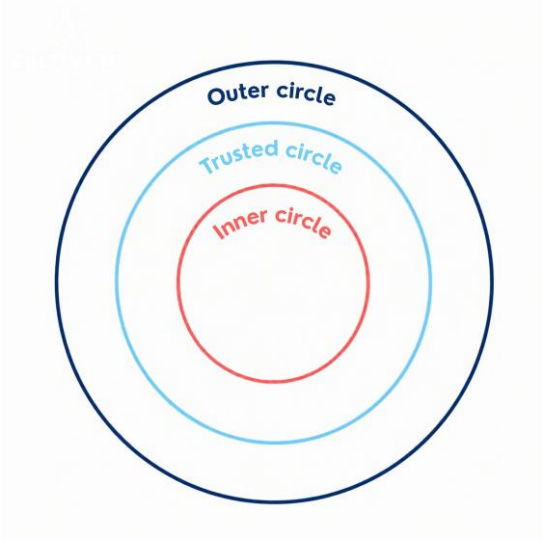
There is no need to move anyone immediately. The value is simply in seeing it clearly, and revisiting the map in a few months to see what, if anything, has shifted.

PART 3 · FOR HER

A Private Space for Her

This page is hers alone. She does not need to show it to anyone, including you.

If it helps, write initials into the rings. No one else needs to see where anyone sits.



One person I want to move a little closer, and why:

One area of my life where I want to be more thoughtful about who has access:

Where this comes from

The Three Circles and RAOC are part of Pathway to Pro, our program for female athletes and their families. Athletes first learn them in Foundations, then apply them at Development and Elite to the people who want more access as their sport gets serious, such as agents, managers and advisers. That is where CRED comes in. At every level the aim is the same: that she learns to run this filter for herself.

Find out more at cultivateathlete.com.au.

The right people win when she wins.

Skills for Sport. Tools for Life.

cultivateathlete.com.au