



JIM HARSHAW, JR.

Clarity of Action. Peace of Mind.

Success for the Athletic-Minded Man Podcast

Action Plan Episode #474

Steve Tashjian

Want to lead like Ted Lasso?

Learn from the guy who did it in real life— Steve Tashjian, Premier League's first full-time American performance specialist.

In this episode of ["Success for the Athletic-Minded Man" podcast](#), Steve reveals how to turn chance encounters into career-defining moments and why reputation will always outshine a polished resume.

From winning the 2008 MLS Cup with Columbus Crew to navigating the pressure cooker of Everton Football Club, Steve reveals how his dual expertise in performance coaching and physical therapy set him apart. He didn't just survive in the world's biggest sports league— he thrived.

We also dive into the behind-the-scenes of elite performance, leadership, the importance of focusing on core values and purpose, and crafting routines that keep you grounded when everything's on fire.

Whether you're an athlete, a leader, or someone chasing your next big break, Steve's insights will help you refine your process and focus on the details that matter most.

Time to level up! Hit play now.

Top Quotes From This Episode

"It's not about winning and losing. It's about the day-to-day execution of your role, day-to-day execution of the details of your role."

"Spend less time worrying about driving what this is going to be in your life per se. Instead, be very, very clear about what makes you happy. Be very clear about what brings you joy. Be very clear about what's going to make you happy."

"If I want to go to the next level, I'm going to empower people on my team to become leaders like me, because if you want the company to grow and be sustainably successful forever, keep developing and nurturing great leaders."

Show Notes

This episode touches on the following key topics and ideas:

- **Reputation and Timing (2:25):** Steve talks about how knowing the right people, being in the right place at the right time, and having a solid reputation helped him seize career-defining opportunities in the English Premier League.
- **Adjusting to Life in the EPL (6:44):** Steve describes the surreal experience of working in the Premier League, from adjusting to British culture to the overwhelming pressure that comes with being part of one of the biggest sports leagues in the world.
- **The Power of Standards and Process in Leadership (10:28):** Steve dives into the importance of maintaining personal standards and dedication to process, even in challenging times. Success isn't about avoiding mistakes, but about consistently upholding a high standard of effort and execution.
- **Balancing Goals and Purpose (14:51):** Steve shares his perspective on [goal setting](#), emphasizing the importance of aligning goals with personal purpose and values rather than focusing solely on results.
- **Focusing on Impact Over Numbers (19:39):** Steve stresses the importance of focusing on how you affect the people you lead, creating a work environment that fosters growth, belonging, and empowerment.
- **Routines for Peak Performance (28:32):** Steve dives into his personal routines and habits for maintaining balance and performance in his career. He explains how routines provide stability in the face of pressure.

List of Resources Mentioned in the Episode

["The Score Takes Care of Itself: My Philosophy of Leadership"](#) by Bill Walsh with, Steve Jamison and Craig Walsh

["They Call Me Coach"](#) by John Wooden

["The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change"](#) by Stephen Covey

Want to talk to a personal performance coach?

Want to consider executive life coaching? Claim a spot on Jim's calendar for your free one-time clarity call: JimHarshawJr.com/APPLY

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Guest Website and Social

Steve Tashjian

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