

he can talk to himself a little bit when his legs or arms or whatever it is are beginning to give him trouble, he will be able to overcome that and go along and hold pace. If he follows pace, then his competitor is doing the job for him. If he is to depend entirely on his competitor he can go along more fully relaxed physically and mentally. But the boy who can take responsibility and make pace on the watch with an alert mind, is the boy who is really going to make records. When these boys have finished cross-country and later go into the more intensive work for track events, you all work at the same basis, using over-distance, at distance and under distance. You work over distance at a much slower pace. You work them at their distance a little on slower pace, and you work them under distance and at a faster pace.

Of course, your distances are divided up. You give them pace as you think they need it. If they are two-milers and work on running 68, 69, 70, 72 quarters for the first mile, they will need considerable work on that pace. They are always trying to develop faster pace on sustained effort. You never get away from that. That is the reason you give them under distance work in the form of quarters, two-twenties, six-sixties and half miles as the situation demands and as the individual demands, and I would not urge any of you to follow any program that I would ever set up for any single man. You can think of it in terms of your men, but if you start to give one man another man's program of work you are likely to have trouble on your hands. Everything depends on that individual. No two men whom I have had have been able to take exactly the same schedule of work. You all know that I am a firm believer in over-distances for it gives them the preliminary background from the standpoint of health. It enables them to go through competition and to recuperate. They are not just athletes and nothing else, you want them to be feeling good and mentally alert on their academic work, and consequently you have to keep that in view when you make your assignment. Boys cannot be tired from one day to another. They must recuperate. That is why I give them over-distance work as a background, then when the boy is supposed to run himself out in competition I find that he can recuperate with safety. It is an impossibility for him to exhaust himself if he has what I call the right kind of background. Of course, full recuperation for further competition is another matter. That requires some thirty minutes or an hour, but I do think it is very important to remember that background governs the ability to recuperate from day to day. When I switch these distances and have intermediate grounds, I have two-milers running with milers and I have milers running with half-milers, and then I can throw them all together to make the program of work interesting.

When you divide up the men into relay groups and try to break the monotony of the grind of the so-called distance events I find that these fellows thrive on it. They are all interested in team work. That is, men often do better in relays than at any other type. Ofttimes you can place unexperienced men in relays with good men and the first thing you know they will surprise you and do better than they have ever done before. That is one method we use in stimulating boys who otherwise would be nothing but followers.

It is a great thing to have a good boy who can be a good leader; and if you have two or three it is still better. So if you are able to change the leadership-- I give one boy the responsibility one day and then give another boy the responsibility another day on the assignment, of making pace. I keep switching those