



Coach POP™



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Coach POP™# N162SNANIE2X for Sample Sample on August 16, 2022

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Coaching Profile

COACHING PROCESS (structure)									
Thrives in fluid/adaptive situations					Prefers existing structure				

A measurement of your self-management potential; specifically, your ability to plan, organize and implement initiatives.

COACHING STYLE									
Outcome and Performance Oriented			Balanced			Motivated by the social aspects of coaching			

Reflects the degree to which you are performance or athlete-centered in your coaching style

APPROACH TO LEARNING									
Highly analytical				Learns only what is necessary					

Relates to the importance you place on learning new things and your comfort in transferring knowledge to others.

TASK ORIENTATION									
Short term, intensive					Long term, relaxed				

Reflects your sense of urgency and importance of daily goals and objectives.

PEOPLE DEVELOPMENT									
Outgoing; personable; extroverted			Balanced			Builds relationships gradually; introverted			

Reflects your natural style when training and helping others in areas of development.

SELF DIRECTED									
Self Confident with Internal Locus of Control					Deflated Self Confidence and External Locus of Control				

Reflects your confidence in your ability to successfully coach as well as your locus of control.

COMFORT WITH CONFLICT									
Comfortable, might actually create conflict					Prefers to avoid conflict situations				

Reflects your comfort handling difficult interpersonal situations.

EMOTIONAL QUOTIENT (EQ)									
Understands & uses emotional information					Relies on non-emotional information				

Your ability to monitor and regulate your own emotions, as well as pick up on others' emotional states.

LIFESTYLE MANAGEMENT									
Coping effectively at this time					Requires additional coping skills				

Assesses your ability to monitor and regulate your stress levels.

Coaching Style

LEADERSHIP									
Autocratic			Democratic				Team Member		

Your natural leadership style and dominant approach with others.

COMMUNICATION STYLE									
People oriented			Balanced				Factual/Analytical		

Your dominant approach to communicating with others on an interpersonal level.

IMPLEMENTATION STYLE									
Directive/demanding					Permissive/supportive				

Your approach to implementing goals, objectives and strategies.

APPROACH TO MOTIVATING OTHERS									
High energy/enthusiastic					Relaxed/detached				

Your natural approach to motivating others.

DECISION MAKING									
Quick/decisive					Methodical				

Reflects the amount of information you prefer before making a decision, and the speed at which you normally make decisions.

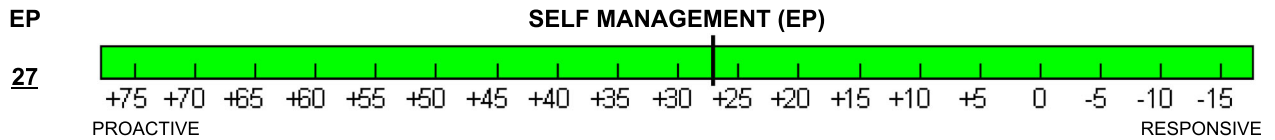
FEEDBACK STYLE									
Only if necessary					Enjoys giving and receiving feedback				

Reflects the frequency at which you prefer to give feedback to your athletes.

COACHING ORIENTATION									
Performance/results			Results/people				Supportive		

Reflects your coaching orientation towards results versus relationships.

Orientation & Coaching Factors



DESCRIPTION

Task Orientation

This solid level of self-management potential indicates that you will coach best in an environment with people of similar or even stronger self-management attitudes/skills. You will commit time/effort to training in these skills and over time will come to expect your athletes to display a similar sense of self management.

What Is Your Coaching Style Likely to Be?

Moderately competitive coaches like you, coach others with a clear view of their performance objectives. In coaching, you will be as assertive, aggressive and demanding as the maturity level of your athletes will allow, and will use this approach to help them achieve their targets. It is important to remember however that some athletes compete in sport for purely social reasons, and thus for you to be effective with this type of athlete you will need to tone down your competitive disposition.

DEVELOPMENTAL SUGGESTIONS

As a Self Manager

With your level of self management potential your natural inclination is to plan and organize your daily responsibilities. However, as a coach there are normally a lot of unforeseen variables that will appear on a day-to-day basis, forcing you to be reactive at times. You are going to need to learn to roll with the punches sometimes and understand that things can't be perfectly planned all of the time.

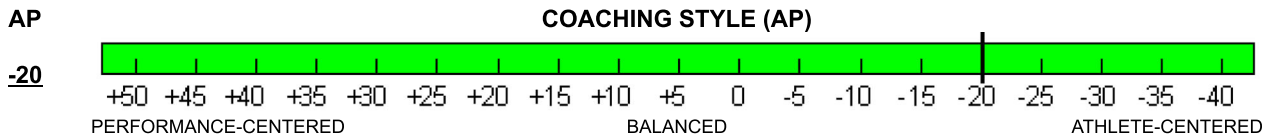
With Regards to Your Level of Competitiveness

Your situational competitiveness will likely have you look to the environment or situation to dictate the degree of competitiveness you will display. If you are coaching in a performance-oriented culture, you will need to be aware of situations where the natural level of competitiveness is lower (e.g., exhibition games, playing against a weaker opponent). You are not likely a "go for the jugular" type of person, and as such these lowered competitive climates can sometimes lead you to take your foot off the gas. Doing so can lead to your team underperforming. In these situations be cognizant of the lowered competitive climate and create a sense of competition by setting within-team goals / expectations.

ATHLETE MATCHING CONSIDERATIONS

As a strong self manager your natural tendency is to focus on your own behavior and performance with the assumption that others will take care of their own. Unfortunately, a large number of your athletes will require you to tell them what they need to be doing and to follow up with them to ensure that they have done it. Your natural fit will be with athletes who are self managed and who can be left up to their own devices. You will need to identify those athletes who require external support and either provide it, or assign an assistant coach to those duties.

Orientation & Coaching Factors (cont'd)



DESCRIPTION

Interpersonal skills and continuing positive relationships are extremely important to your satisfaction. You will be comfortable and prefer to relate to athletes, peers and superiors on a very personal basis. The social aspect of coaching is a primary source of motivation for you. You would be described as a relaxed individual, and one that doesn't place a great amount of emphasis on performance or the outcome. With respect to your coaching style, you are likely to build strong relationships with your athletes and to coach them more on a personal / emotional level and in a way that is not overly critical of their performance. The downside to this approach is that you can be accepting of below average performance and may not be comfortable with discussing performance issues for fear of jeopardizing your social relationship with the athlete.

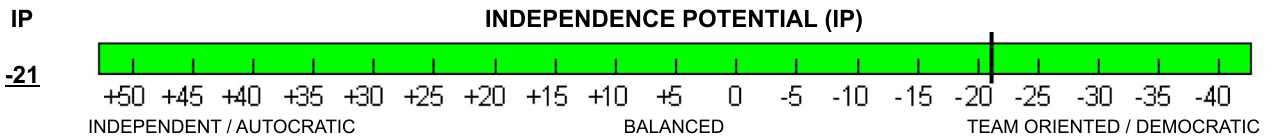
DEVELOPMENTAL SUGGESTIONS

You build great relationships with your athletes. This disposition however makes you susceptible to accepting sub-par performance. Some coaches with your disposition do not want to compromise the relationship that they have developed with the athlete, and as such avoid being critical of performance. Your relationship orientation should allow you to deliver information in a very athlete-centered way, so don't be hesitant to provide feedback and/or to hold your athletes to above average performance standards.

ATHLETE MATCHING CONSIDERATIONS

Your natural style will work very well with athletes who also possess a social motivation and prefer to be coached in a more athlete-centered manner. There are athletes out there however that see coaches as performance aids, and therefore would like you to be more performance-oriented and constructively-critical in your coaching practices. Gaining insight into your athletes preferences will allow you to coach and provide feedback to an athlete in accordance with their preferences for this information.

Orientation & Coaching Factors (cont'd)



DESCRIPTION

You possess a balanced disposition between independence and a preference to work with others. This disposition allows you to shift between orientations depending upon the situation. In those situations where the task suits a more independent approach, you will naturally gravitate towards that disposition. Where tasks require you to work as part of a group, you will be more than comfortable doing so. This balanced disposition will allow you to work with a very diverse pool of athletes, however does make you susceptible to having troubles with athletes who possess personalities at the polar extremes (e.g., very independent and very dependent).

Decision Making and Feedback Style

Your score is gravitating towards a more democratic decision making style. You prefer to bounce ideas off of other people before making important decisions and are naturally inclined to include your athletes in the decision making process. You also likely provide feedback on a frequent basis and certainly don't mind receiving it from others.

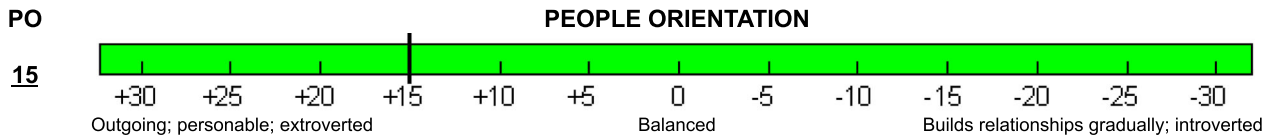
DEVELOPMENTAL SUGGESTIONS

Your natural tendency is to include others in the decision making experience. This is a very positive trait, especially when working with younger athletes in lower competitive climates. If you find yourself coaching in higher competitive climates, or in important must-win competitions, you may have to force yourself to take a more autocratic and independent approach to decision making.

ATHLETE MATCHING CONSIDERATIONS

You will likely work best with athletes who like structure and feedback. You naturally feel comfortable providing feedback and will do so frequently. You will find working with independent athletes a little more challenging as they tend to protest structure and process. It is important to understand their differences and to attempt to coach them according to their preferences (e.g., less feedback and structure). Doing so will allow you to be effective with independent athletes and to bridge this gap.

Communication Style & Attitude Survey



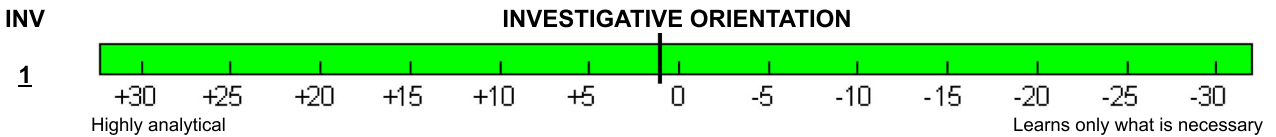
Description

Interpersonal Style

Working with athletes, peers and superiors, in an open, comfortable fashion would be your preferred style. You will be able to coach in an accepting and effective way with individuals who create some negative tensions.

Athlete Matching Considerations

You will be outgoing and sociable when the situation calls for, and more quiet and reserved in other instances. Use this diverse communication style to interact with athletes in accordance with their style. If they are outgoing and sociable, be the same. If they are more reserved and shy, let them approach you on their terms.



Description

Approach to Learning

To learn new things and coach others how to do them is a real source of satisfaction for you. You enjoy teaching and explaining things to others, while also learning yourself. You must remember that not everyone shares your love for information and details, and thus some of your athletes are going to want just the necessary information.

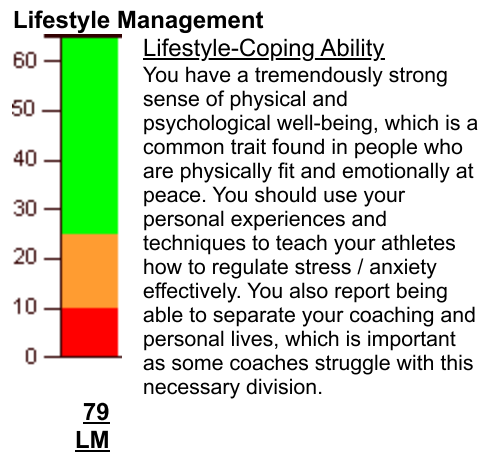
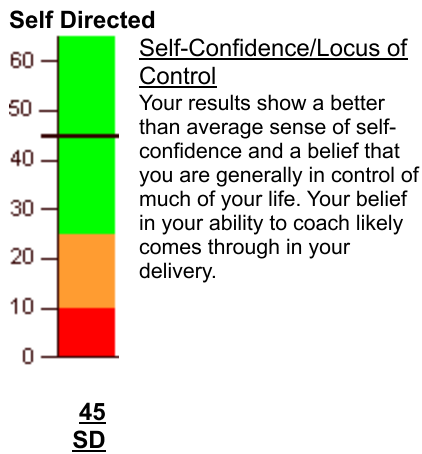
Detail When Communicating

Your analytical orientation comes through in the amount of detail you use when explaining or describing something. Because you enjoy detail, your natural style is to provide it to others when communicating. It is important to remember however that several of your athletes will be more applied learners and thus won't put as much stock in the theoretical or high level explanation. These athletes will want to learn by doing and will only what high level instruction.

Athlete Matching Considerations

Your communication style will naturally fit with athletes who are also more analytical. It will however frustrate athletes who are more high level. Try to be cognizant of each athlete's preference for detail, and to communicate with them accordingly.

Attitude Survey



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Emotional Quotient

The ability to understand and apply emotional information about ourselves and others effectively.

SELF AWARENESS I: MOOD LABELING				
Labels feelings and emotions as they are happening		Does not label feelings and emotions as they are happening		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A measure of a person's ability to accurately label personal feelings and emotions.

SELF AWARENESS II: MOOD MONITORING				
High monitoring	Optimal monitoring		Low monitoring	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions.

SELF CONTROL				
Demonstrates good self control		Low control over impulses and negative emotions		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires.

MANAGING EMOTIONAL INFLUENCES				
Perseveres		Focus can change		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

EMPATHY				
Recognizes emotions in others		Low awareness of emotions of others		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A measure of a person's ability to understand the feelings and emotions of others.

SOCIAL JUDGEMENT				
Uses knowledge of the emotions of others in decision-making		Does not factor in the emotions of others in decision-making		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

OVERALL				
Understands & uses emotional information		Relies on non-emotional information		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An overall measure of how well a person understands emotional information and uses it effectively.

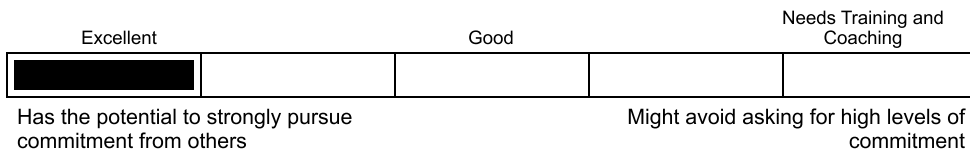


Coach POP™



"The orientation of a coach to ask for commitments from athletes and hold them to their commitments."

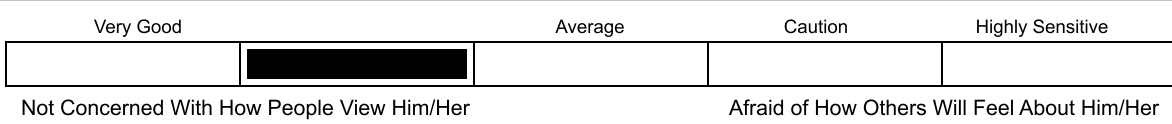
Overall Commitment Reluctance Score = 90



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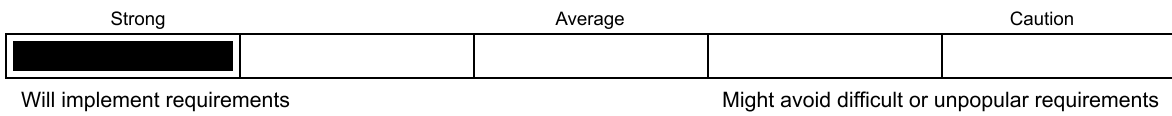
Sensitivity to Rejection



Overview

Your score indicates that you are thick skinned and comfortable making tough decisions if necessary. You are not afraid to make unpopular decisions or to introduce new ways doing things.

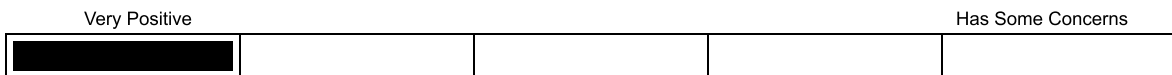
Implementation of Commitment



Overview

You are generally quite comfortable at implementing new initiatives and asking athletes for the necessary commitment levels. You would tend to view the demands associated with implementing an unpopular decision as challenging as opposed to stressful. You would attempt to develop athletes by increasing performance expectations and moving them out of their existing comfort zones. You would also tend to be comfortable approaching new situations to enhance your coaching effectiveness.

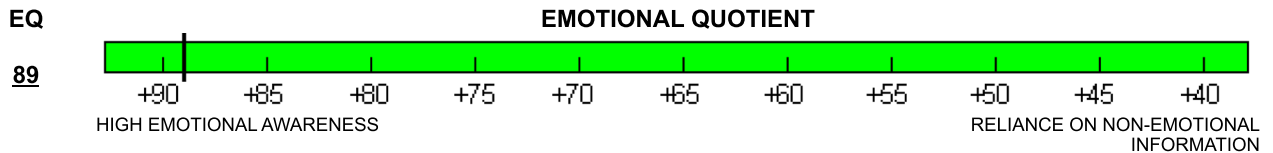
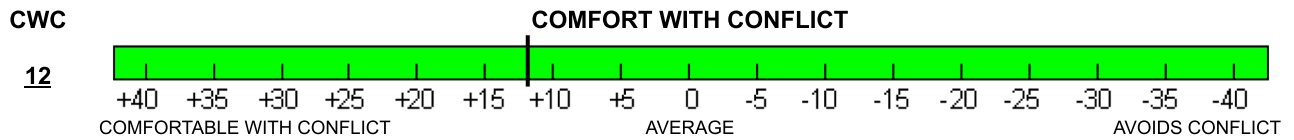
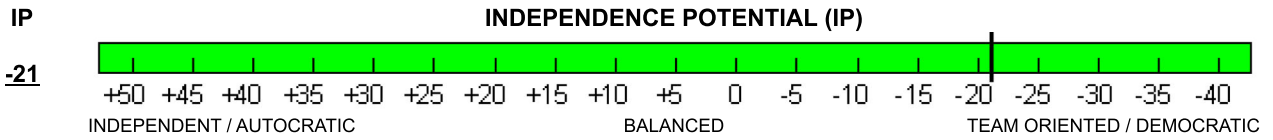
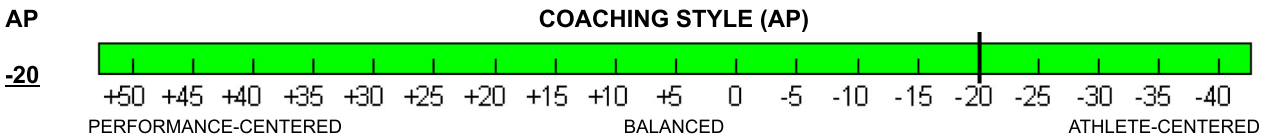
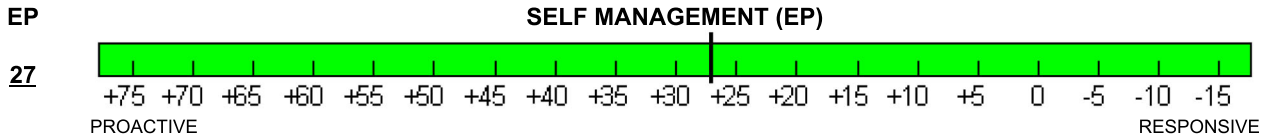
Perception of a Career in Coaching



Overview

You have a very positive image about coaches and a career in coaching. You place a great deal of importance on your role as a coach and likely invest 100% in this venture. Don't let coaching consume you, as doing so can detract from your other social roles.

Summary of Scales



PAGE 1 SCORES					PAGE 2 SCORES			
	Enterprising	People Oriented	Achievement Oriented	Independent				
Power Scores	147	15	106	119	45	79	90	0
Neutr Scores	120	1	126	140				
	Acquiescent	Investigative	Relaxed	Team Oriented				
27 EP	132 BL	-20 AP	-21 IP	39 PS				

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Responses from Opinions Section

1=Don't Agree At All

2=Agree A Little

3=Somewhat Agree

4=Moderately Agree

5=Definitely Agree

1. My opinion is always the correct one (1)
2. To be a successful coach, it is necessary to get athletes to like me (1)
3. Good coaches don't necessarily attract good athletes (5)
4. I avoid actions that might make other people dislike me (5)
5. It is important that people approve of me (1)
6. Coaches are highly regarded in the sporting world (1)
7. My family and friends are very supportive of my choice to coach (1)
8. I thrive under pressure (1)
9. I find it easy to discipline athletes (1)
10. I find it easy to make new acquaintances (1)
11. I would have no problem implementing a decision that is unpopular with my athletes (5)
12. In a group, if a person doesn't like me I feel uncomfortable (5)
13. I often coach my family and friends on their personal lives (1)
14. I adapt to what I think others expect of me (1)
15. Other coaches often come to me for advice (1)
16. I have little influence over my team (1)
17. At informal social events, I often talk about coaching (5)
18. I have met very few people whom I do not like (4)
19. I get upset when someone challenges my authority (1)
20. To be successful as a coach, I must change my image (5)
21. I avoid presenting an unpopular point of view during team meetings (5)
22. Effort gets results (5)
23. I have never told a lie (5)
24. The outcome of a competition has no effect on my attitude (5)
25. Most athletes feel that their coaches enjoy the power of controlling others (5)
26. My current coaching job is quite satisfying (1)
27. Chance determines most things in sport (1)
28. I would have difficulty integrating a demanding coaching job into my lifestyle (5)
29. Athletes tend to have less of a commitment to the team than do coaches (1)
30. Things don't get me down (1)
31. I am often influenced by others (1)
32. I sometimes have difficulty completing important tasks (4)
33. I am reluctant to make decisions (5)
34. I am an underachiever (1)
35. I am good at most things that I try to do (1)
36. No one is ever rude to me (4)
37. I allow my attitude to negatively affect my performance as a coach (1)
38. People get the respect they deserve (5)
39. I generally have a very positive attitude toward coaching (1)
40. There is little opportunity for growth in my current coaching career (5)
41. All my habits are good and desirable ones (1)
42. People's good qualities are seldom recognized (5)
43. I never envy another person's good luck (1)
44. Hard work brings success (1)
45. It is difficult to balance my personal and coaching demands (4)
46. I have never been late for work or for an appointment (1)
47. I find it very easy to 'wind down' after a competition (5)
48. Success is mostly luck (5)
49. Coaches are generally positive role models (4)
50. Sometimes I have doubts about the whole course of my life (1)
51. Athletes often influence the strategy / direction I put in place for the team (1)
52. I usually feel very happy and content (5)
53. I am a confident person (1)
54. I am usually relaxed (1)
55. Regular habits are an important part of my success (1)
56. Promotions in coaching are seldom based on performance (1)
57. Coaches should not aggressively push athletes to increase performance standards (1)
58. I create my own opportunities (5)
59. Mistakes are inevitable (5)
60. Most of my jobs have been quite stressful (1)

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