

FitnessPro™



PERSONAL FEEDBACK

This report is designed to provide you with insight into your strengths of personality and how to capitalize upon them. It is divided into several sections that describe your character and your personal approach fitness. We also intend for some of the feedback provided here to be useful in other areas of life including your education and your career.

John C. Marshall, Ph.D.

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SP# 0000000 for Sample Person on August 12, 2005

OVERVIEW

Self Coaching Overview (General Recommendations for Managing your Activity)

An Overview of your FitnessPro™

Your overall profile indicates that you need the opportunity to manage your own activity to achieve your own goals on a regular basis. You are motivated by challenge, quite independent and would feel constrained by too much structure. Your profile indicates that you can be a top performer in most environments but would be most comfortable when allowed to operate independently. The best trainer for you is one who will allow you to manage yourself and work towards your own goals while coaching you when you ask for it.

Competitive Nature

You would be described as competitive, intense and would be expected to work hard to win. You will be very assertive and aggressive in your approach to competition. You feel that winning is very important and will not be satisfied if you are not getting better results on a regular basis. Competitive people like you tend to set their own standards and try to surpass them on a regular basis.

Motivational Structure

You would be described as energetic, determined and ambitious. You like to define your own goals and prefer frequent new challenges.

Approach to Structure

You would be described as independent and even stubborn. Your independent nature can make you be very self reliant and resolute. Athletes with your profile tend to need a great deal of freedom which may make it difficult to be part of a group or follow someone else's systems.

Preferred Social Interaction Style

You are generally sociable, friendly and outgoing. You are comfortable meeting new people but may take time to build relationships with them.

Approach to Learning

You would be described as quite analytical, particularly when introduced to something new which interests you.

Self Confidence

You are quite confident which allows you to feel able to handle most situations yourself through your own efforts. You would be likely to take responsibility for your own actions.

Managing Your Lifestyle

Your profile shows that you are having some difficulty dealing with stress at this time.

PERFORMANCE FACTORS

COMPETITIVENESS

You would be described as competitive, intense and would be expected to work hard to win. You will be very assertive and aggressive in his approach to competition. You feel that winning is very important and will not be satisfied if you are not winning on a regular basis. Competitive people usually set their own standards and try to surpass them on a regular basis.

Developmental Suggestions

- Challenge yourself with realistic goals for yourself which you have discussed with your trainer or coach(es).
- Challenge yourself during training by matching yourself with people with comparable or better ability.
- Consult with your trainer on what you need to improve and what sort of help you need from him/her.
- Monitor your response to challenge to assure that you continue to improve your results.
- Consider grouping yourself with peers who could benefit from exposure to your competitive nature.
- Reward yourself and reinforce your effort as you achieve your targets.

MENTAL TOUGHNESS

You are very tough-minded and able to focus your energy on what is important to you. Your profile suggests that you are easily able to handle constructive criticism, insensitive people, confrontation with others and other tough situations. People with your tough-minded, self-directed nature are usually able to achieve excellent results by maximizing the abilities that they possess.

Developmental Suggestions

- Challenge yourself frequently with new goals that will help you improve on your skills and fitness levels.
- Because you can handle constructive criticism very well, your trainer or coach can be fairly direct with you but your ability to self evaluate can be even more constructive.
- Focus on your strengths and build upon them. Build a reputation for performing well under pressure.
- Develop your leadership skills by mentoring your peers who may be less able to focus on the important issues so that they may benefit from associating with you.

CHARACTER TRAITS

SELF MANAGEMENT POTENTIAL

You would be described as very assertive, enterprising and self directed. You have the potential to become a very strong self manager who will be able to follow general guidelines with minimal documentation and supervision. You will be able to motivate yourself and evaluate your own performance with little feedback from the coach(es). When you are comfortable with the system, you will be able to handle most situations on your own and will be able to monitor and manage your own daily activities. You have the potential to be effective in a variety of situations including unfamiliar ones. Your ability as a self manager will permit the coach to spend more time with other people who do not have your self management strengths. Manage your own time effectively and the time you do spend with your coach will be more rewarding.

Developmental Suggestions

- You will respond very well to a trainer that allows you to work on your own with an understanding that you can ask for and receive feedback and guidance as needed.
- Write down your plans for each day and review them at the end of the day. Your daily plan should include your training and other personal goals so that you can prioritize and organize each day effectively.
- When you are not doing as well as you think you should, remember that you are responsible for your own effort and you can control that. If you are working hard, consult with your trainer on your needs and how you can be helped.
- Your ability to self manage will help you become more successful both in athletics and other aspects of life. Plan your activity. Follow your plan and you will be able to achieve at your highest potential.
- Set the expectation that you are able to work effectively on your own and let you do so.
- Ask you for suggestions on how to develop self evaluation and self motivation strategies for yourself and invite you to share them with group members.
- Challenge yourself to take a leadership role on the group by working harder than the other group members.
- Set high standards that require focused effort.
- Reward yourself for your good habits.

CHARACTER TRAITS

MOTIVATIONAL STRUCTURE

You would be described as energetic, determined and ambitious. You like to define your own goals and prefer frequent new challenges. You enjoy working on aspects of your performance using ways by which you can measure your progress. Your motivational profile is similar to those who work well in fast-paced challenging environments.

You will take on difficult challenges when the outcome is uncertain and will derive satisfaction from meeting them. This type of motivational profile makes it possible for you to push yourself further and further toward achieving the goals that you set for yourself. It will not require much motivational input from your trainer to get you going. In fact, the coach will get best results with you by gradually introducing new ways to stretch your limits.

You are motivated primarily by your own internal goals. You enjoy challenges and usually do things for your own reasons. You are unlikely to be strongly motivated by other outside factors unless they support your own goals. This type of profile is very much like those of top people and can be used to build upon strengths if you see how it will help you to achieve your fullest athletic potential.

** People with your high level of motivation by challenge are sometimes impatient with peers or others who do not share the intense need to achieve.

** Individuals motivated by the need to achieve must develop their self management potential in able to meet the challenges that they set for themselves. If they are consistently unable to achieve their goals, they can become candidates for 'burn-out'.

Developmental Suggestions

- Identify your most immediate challenge and develop a plan to meet it.
- Define and record your short term goals regularly. Refer to it daily.
- Develop a strategy to evaluate your progress towards these goals.
- Look for tasks that are difficult (but achievable).
- Divide your training program into smaller segments which provide their own tasks and goals
- Improve by continuously evolving higher expectation levels for yourself.
- Exercise with your peers who have similarly high standards.
- Seek challenge but do not overload yourself. Your family, career, education and other aspects of your life will also provide you with many interesting challenges.

CHARACTER TRAITS

APPROACH TO STRUCTURE

You would be described as independent and often stubborn. Your independent nature can make you be very self-reliant and resolute. People with your profile tend to want freedom of action and minimal supervision. You will accept supervision very reluctantly.

Developmental Suggestions

- Your natural instinct to resist other people's systems can hurt you, particularly when working on your fitness. Follow your trainer's advice and integrate your ideas into it when they will enhance it without radical change.
- If you have ideas about how the program could be improved, work at presenting them in a constructive way.
- Share your ideas with your trainer in a way that builds on the program's strengths rather than criticizing it.
- Determine how you make the most positive impact on your work-out group.

OVERCOMING ADVERSITY

You would be quite comfortable dealing with adversity or in situations where there is potential for conflict. This is a strength in many situations in sport where you have to deal with conflict, adversity or ongoing tension that may require your intervention. People with your level of comfort in this area may even occasionally create conflict to further their own goals or to enhance performance.

Developmental Suggestions

- Show restraint in high conflict situations and avoid the temptation to engage in debate.
- You can be effective in tense situations if you listen to and address the concerns of those who are angry.
- Communications and conflict resolution skills training can help you deal with conflict situations more effectively.
- Effective conflict resolution can help you develop in a leadership role.

COMMUNICATION STYLE

SOCIAL ORIENTATION

You are generally sociable, friendly and outgoing. You are comfortable meeting new people but may take time to build relationships with them. You will be able to perform comfortably in an environment where there is regular contact with other people.

Developmental Suggestions

- Make your communications skills a strength. By listening and communicating more effectively you will be able to excel in many areas including sport.
- Look for the good in other people as you develop relationships.
- Develop your comfort levels with the coach(es) and those peers with whom you must interact most often.
- Remind yourself of your strengths as a people person and work to make them even better.

APPROACH TO LEARNING

You would be described as quite analytical, particularly when introduced to something new which interests you. You would be comfortable with a coaching system that provides clear guidelines with some access to the theories behind the strategies. Learning for its own sake can be a motivator for you.

Developmental Suggestions

- Look for relevant sources (videos, magazines, books etc) that may complement your training program.
- Challenge yourself to look for creative solutions to problems.
- Develop your strengths in communicating your ideas with others.
- Consult with your trainer on your training needs.

ATTITUDES AND ATTITUDE MANAGEMENT

The feedback in this section discusses your expressed attitudes and how they can affect your performance. It is extremely important for people to be confident and have a good approach to managing their lifestyles. A positive outlook is also important as it allows an person to see the positive aspects of any situation. By seeing the 'up side' of any situation, an person sees opportunities to succeed rather than excuses for failure.

SELF CONFIDENCE

You are quite confident which allows you to believe that you are able to handle most situations through your own efforts. Your profile indicates that you generally accept responsibility for your own performance but you could also benefit from regular reinforcement and reminders of your strengths.

Developmental Suggestions

- Build greater awareness of your own strengths by identifying specific examples of things that you have done well and that you would like to keep doing well.
- Build your self confidence by dwelling on your strengths and focusing on the good feelings that you have about yourself.
- Be more aware of your strengths so that you are able to take use them more often to be successful.
- When you succeed at something, make a mental note of it and reflect on the reasons why you were successful.
- If you are not performing well, move the focus to those things that you do well. Provide yourself with more opportunities to succeed rather than creating unattainable goals.
- Take responsibility for your own performance. When you perform well, be aware of why you did. If you do not perform well make sure that you used your strengths effectively and evaluate your growth opportunities in an unemotional, factual way.
- Build a reputation as a winner by dressing appropriately, avoiding negative comments and approaching your peers in a positive manner.
- Learn to make confident statements without bragging.

BUILDING SELF CONFIDENCE (Techniques that work with virtually everyone)

- Learn to accept (and deliver) compliments by identifying a specific achievement or quality. (e.g. You are a hard worker. That was a very good shot.)
- Silence the internal critic (learn from mistakes but do not dwell on them).
- Silence the external critic by learning how to deal with criticism:

Seek clarification so that criticism becomes useful or critic stops
Accept or reject without debate and episode will pass quickly
Avoid least effective approach which is to confront critic

- Become consciously competent (aware of your strengths) first and aware of growth opportunities second
- Learn to report the facts (I made an error) but not judge them (I am a loser).
- Learn to market yourself by creating expectations, dressing appropriately, avoiding negativity and other positive approaches that help you to see yourself as successful.

ATTITUDES AND ATTITUDE MANAGEMENT

LIFESTYLE MANAGEMENT

You are currently showing signs that you are having some difficulty dealing with stress. You may be experiencing a significant amount of stress without having good strategies to cope with it. Athletes who are not coping effectively with stress can provide inconsistent performance and may need support from an understanding coaching staff. Emotionally intense competitions may be difficult as long as you are having difficulty coping.

Developmental Suggestions

- Seek to discover and understand the nature and sources of your stress.
- Learn to evaluate your stress coping strategies to determine their effectiveness.
- Develop new strategies where necessary and/or seek out a mentor who can provide you with help dealing with lifestyle issues.
- Follow up to determine whether you are integrating new stress management techniques into your daily routines.
- Do not take on additional assignments or try to stretch your limits until you are managing your energy well.

The Basics of Lifestyle Management (DELI Approach)

1. DISCOVER SOURCES OF PROBLEMS

When feeling under stress or not up to the challenges being faced, it is important to identify the things that may be causing these feelings. A heavy workload, personal problems, conflict with others etc can create stress and identifying the source of stress is the first step.

2. EVALUATE STRATEGIES USED TO DEAL WITH PROBLEMS

Once sources of problems are identified, you should look for coaching or advice on how to evaluating your approach to dealing with each problem. Determine if the approach is effective and whether it should be enhanced or discontinued.

3. LEARN APPROPRIATE STRATEGIES TO DEAL WITH ISSUES

When there is no effective strategy to deal with the issues that are causing problems, you should seek to develop new strategies that will minimize or eliminate the problems.

4. INTEGRATE STRATEGIES INTO LIFESTYLE

Once strategies have been developed to deal with issues such as stress, nutrition etc, they should be integrated into your lifestyle so that they become habitual.

ATTITUDES AND ATTITUDE MANAGEMENT

ATTITUDES ABOUT SPORT

You have a satisfactory attitude about a number of the issues related to people and the issues of respect given and received. You may wish to explore your feelings about some of the issues described below to determine if there are areas where you can help yourself.

IMPORTANCE OF FITNESS

Your responses to questions about fitness indicate that you have an very good attitude about its importance in personal growth.

ATHLETES IN SOCIETY

Your answers indicate that you feel that people are not always appreciated and respected by others. Make sure that you are aware of the things about people that should be appreciated.

RESPECT FOR OTHERS

You show limited appreciation for other people, coaches and officials. You may need to understand the importance of respecting other and their efforts.

ATTITUDE MANAGEMENT

The impact of a person's attitude is enormous. While, a positive attitude is not absolutely essential to perform effectively, it is far preferable to be around people and others who look for the positive or 'up side' of any issue rather than those who l

- Learn to identify the strengths of yourself, your own group, the opponents and even the officials.
- Build your awareness of your own strengths (in other words, become consciously competent).
- Emphasize and focus on your strengths 90% of the time.
- Learn to make positive statements about yourself.
- Learn to reflect on your personal achievements and successes. Feel good about them and remind yourself of how you achieved your successes.
- Identify growth opportunities for yourself by deciding what you would like to improve and spend 10% of your time on improving them.
- Set attainable goals that you can achieve.
- Reward yourself for working hard.
- Ignore negative statements. Reinforce positive statements by agreeing to them or asking for them to be repeated.

FitnessPro™



COACHING REPORT

This Coaching Report is designed to help a coach or personal trainer gain insight into the development and growth of an individual you are coaching. It is divided into several sections which describe the person's character and attitudes and provide suggestions on how to coach and mentor the person so that he/she may achieve his/her fullest potential.

John C. Marshall, PhD

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SP# 00000000 for Sample Person on August 12, 2005

OVERVIEW

Sample's overall profile indicates that he/she needs the opportunity to manage his/her own activity to achieve his/her goals on a regular basis. He/She is motivated by challenge, very independent and would feel restricted by too much structure. Sample's profile indicates that he/she can be a top performer in most environments but his/her independent approach could also be a challenge for some trainers or coaches.

Competitive Nature

Sample would be described as competitive, intense and would be expected to work hard to improve his/her fitness. He/She will be very assertive and aggressive in his/her approach to training. He/She feels that winning is very important and will not be satisfied if he/she is not improving his/her results on a regular basis. Sample will likely set his/her own standards and try to surpass them on a regular basis.

Motivational Structure

He/She would be described as energetic, determined and ambitious. He/She likes to define his/her own goals and prefers frequent new challenges.

Approach to Structure

He/She would be described as independent and often stubborn. His/Her independent nature can make him/her be very self reliant, resolute and difficult to coach.

Preferred Social Interaction Style

Sample is generally sociable, friendly and outgoing. He/She is comfortable meeting new people but may take time to build relationships with them.

Approach to Learning

He/She would be described as quite analytical, particularly when introduced to something new which interests him/her. Be prepared to have some of your advise challenged.

Self Confidence

Sample is quite confident which allows him/her to believe that he/she is able to handle most situations him/herself through his/her own efforts.

Managing Lifestyle Issues

He/She is currently showing signs that he/she is having some difficulty dealing with stress.

Snapshot of FitnessPro™

COMPETITIVENESS	
	Extremely Competitive Situational
MENTAL TOUGHNESS	
	Very Tough-minded Sensitive
SELF MANAGEMENT POTENTIAL	
	Initiates/Very Proactive Seeks/Accepts Coaching
MOTIVATIONAL STRUCTURE	
	Highly Challenge Oriented/ Short Term Goals Enjoys Recognition/ Long Term Goals
APPROACH TO STRUCTURE	
	Very Independent Relies on Team Structure
OVERCOMING ADVERSITY	
	Very Comfortable Needs Coaching
SOCIAL ORIENTATION	
	Warm/Friendly Builds Relationships Gradually
APPROACH TO LEARNING	
	Systematic/Analytical Learns the Necessities
SELF CONFIDENCE	
	Feels in Control Feels Controlled
LIFESTYLE MANAGEMENT	
	Manages Lifestyle Very Effectively Could Benefit from Coping Strategies
ATTITUDES ABOUT SPORT	
	Excellent Attitudes Some Questions

PERFORMANCE FACTORS

COMPETITIVENESS



Extremely Competitive

Situational

Sample would be described as competitive, intense and would be expected to work hard to win. He/She will be very assertive and aggressive in his/her approach to competition. He/She feels that winning is very important and will not be satisfied if he/she is not winning on a regular basis. Competitive people usually set their own standards and try to surpass them on a regular basis. Sample should demonstrate this and be well prepared for each contest.

Coaching Suggestions

- Challenge Sample with negotiated, realistic goals for him/her to surpass on a regular basis.
- Challenge him/her during training by matching him/her with people with comparable or better ability.
- Ask Sample what his/her goals are and what he/she needs from you to achieve them.
- Monitor his/her response to challenge to assure that he/she sustains his/her competitive edge.
- Consider grouping him/her with peers who could benefit from exposure to his/her competitive nature.
- Reward him/her and reinforce his/her effort as he/she reaches his/her targets.

MENTAL TOUGHNESS



Very Tough-minded

Sensitive

Sample is very tough-minded and able to focus his/her energy on what is important to him/her. His/Her profile suggests that he/she is easily able to handle constructive criticism and insensitive people, confrontation with others and other tough situations. People with this sort of tough-minded, self-directed nature are usually able to achieve excellent results because they are able to focus the abilities that they possess when under pressure.

Coaching Suggestions

- Challenge Sample frequently with new goals that will help him/her improve on his/her skills and fitness levels.
- Because Sample can handle constructive criticism very well, his/her trainer can be fairly direct with him/her but he/she should also be encouraged to evaluate him/herself.
- Focus Sample on his/her strengths and build upon them. Let him/her build a reputation for performing well under pressure.
- Consider grouping Sample with other people who may be less able to focus on the important issues so that they may benefit from associating with him/her.

CHARACTER TRAITS

SELF MANAGEMENT POTENTIAL



Initiates/Very Proactive

Seeks/Accepts Coaching

Sample firstname> would be described as very assertive, enterprising and self-managing. He/She has the potential to become a very strong self manager who will be able to follow general guidelines with minimal documentation and supervision. He/She will be able to motivate him/herself and evaluate his/her own performance with little feedback. When he/she is comfortable with the system, he/she will be able to handle most situations on his/her own and will be able to monitor and manage his/her own daily activities. Sample has the potential to be effective in a variety of situations including unfamiliar ones. Sample's ability as a self manager will permit the trainer to spend more time with other people who do not have his/her self management strengths.

Coaching Suggestions

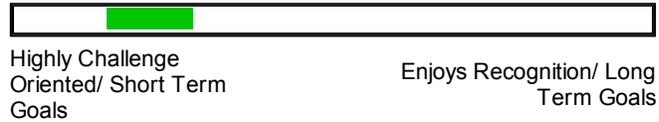
- Sample will respond very well to a coaching staff that allows him/her to work on his/her own with an understanding that he/she can ask for and receive feedback and guidance as needed.
- Coach him/her to be effective when working on his/her own by asking him/her to commit to weekly goals and consulting with him/her on his/her progress regularly.
- Let him/her know that you view him/her as a self manager who is quite self sufficient.
- Reinforce his/her effort without monitoring him/her.
- Set the expectation that he/she is able to work effectively on his/her own and let him/her do so.
- Ask him/her for suggestions on how to develop self evaluation and self motivation strategies for him/herself and invite him/her to share them with group members.
- Use him/her as a resource to mentor others who are willing to work hard but need some guidance.
- Challenge him/her to take a leadership role on the group.
- Coach effort, consult with him/her and facilitate things to get superior results from Sample.

Developmental Questions

- Outline a situation in which you developed a plan which you implemented successfully.
- Outline a similar situation where you had to follow someone else's plan.
- What were the advantages of each situation?
- Which situation suited you best?
- What commitments have you made for yourself this season?
- What are you doing to meet your commitments?

CHARACTER TRAITS

MOTIVATIONAL STRUCTURE



Sample would be described as energetic, determined and ambitious. He/She likes to define his/her own goals and prefers frequent new challenges. He/She enjoys working on aspects of his/her performance that provide ways by which he/she can measure his/her progress. His/Her motivational profile is similar to those who work well in fast paced challenging environments.

He/She will take on difficult challenges when the outcome is uncertain and will derive satisfaction from meeting them. This type of character makes it possible for him/her to push him/herself further and further toward achieving the goals that he/she sets for him/herself. It will not require much motivational input to get him/her going. In fact, the trainer or coach will get best results with Sample by gradually introducing new ways to stretch his/her limits.

Sample is motivated primarily by his/her own internal goals. He/She enjoys challenges and usually does things for his/her own reasons. He/She is unlikely to be strongly motivated by other outside factors unless they support his/her own goals. His/Her motivational profile is very much like top performers in many sports and can be used to build upon strengths if he/she sees how it will help him/her to achieve his/her fullest potential.

** People with Sample's high level of motivation by challenge are sometimes impatient with others who do not share the intense need to achieve.

** Individuals motivated by the need to achieve must develop their self management potential in able to meet the challenges that they set for themselves. If they are consistently unable to achieve their goals, they can become candidates for 'burn-out'.

Coaching Suggestions

- Consult with Sample on his/her personal goals and help him/her integrate them with those you have developed for him/her and your group.
- Challenge Sample regularly by asking him/her to set new personal standards.
- Give him/her assignments that are difficult and/or unusual.
- Coach him/her to understand the relationship between planning, committing to his/her plans and improving his/her results.
- Show him/her how to develop his/her planning skills and self management potential so that he/she is able to regularly achieve his/her challenges.
- Match him/her with peers who have a similar goal orientation to avoid clashing with peers or others who do not share his/her need to achieve.
- Consider using him/her in leadership roles if his/her work ethic matches his/her motivation level and his/her peers enjoy his/her company.
- Focus on short term goals that integrate with your long term plan for him/her and the rest of the group.

Developmental Questions

- What are some of your immediate goals? What are you doing to reach them?
- When you reach these goals, how do you feel your performance will be enhanced?
- What do you need from the coach to help reach your goals?
- How can we take advantage of your drive to succeed?
- Do you have any peers that you would like to compete against in practice?
- Describe how you performed on a recent, challenging competition.
- What helped you do well? What factors hindered you?
- What is the ideal duration of a practice?
- Describe a situation where you set challenging goals for yourself. What was the outcome? What did you learn from it?

CHARACTER TRAITS

APPROACH TO STRUCTURE



Very Independent

Relies on Team
Structure

Sample would be described as independent and often stubborn. His/Her independent nature can make him/her be very self reliant and resolute. People with his/her profile tend to want freedom of action and minimal supervision. He/She will follow existing systems and procedures only if he/she feels that they are helping him/her improve his/her performance. Often, he/she will create his/her own structure as needed. He/She will accept supervision very reluctantly.

Coaching Suggestions

- If Sample is not following your program but still getting results, consult with him/her on adjusting the program to meet his/her needs. He/She will not respond well to rigid adherence to a program.
- Be prepared to deal with his/her challenges to your system by having solid reasons for each of your components.

OVERCOMING ADVERSITY



Very Comfortable

Needs Coaching

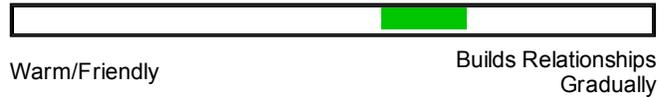
Sample has the potential to be quite comfortable dealing with adversity or in situations where there is conflict such as an angry or disgruntled peer. His/Her approach to adversity is a strength that can be used in tough competitions or situations where there is ongoing tension that may require his/her intervention. People with Sample's strength in this area may even occasionally create conflict to further their own goals or to enhance performance.

Coaching Suggestions

- Sample can be a leader when faced with adversity if he/she avoids the temptation to make the situation more difficult. Help him/her focus on the key issues and use comfort with adversity to deal with them in a focused, cool manner.
- He/She can be effective in tense situations if he/she understands and addresses the issues in the fashion which you think is most appropriate.
- If Sample has the appropriate communications and conflict resolution skills, he/she may be able to help you deal with conflict situations more effectively.
- He/She can be effective as a mentor for others if he/she shares the approach that he/she has to deal with adversity.

COMMUNICATION STYLE

SOCIAL ORIENTATION



Sample is generally sociable, friendly and outgoing. He/She is comfortable meeting new people but may take time to build relationships with them. He/She will be able to perform comfortably in an environment where there is regular contact with other people.

Coaching Suggestions

- Let him/her develop relationships at his/her own pace.
- Help him/her feel comfortable with the other people with whom he/she must interact most often.

APPROACH TO LEARNING



Sample would be described as quite analytical, particularly when introduced to something new which interests him/her. He/She would be comfortable with a coaching system that provides clear guidelines with some access to the theories behind your strategies.

Coaching Suggestions

- Be prepared to discuss your training program and why you do certain things with Sample.
- To keep his/her interest, challenge him/her to look for creative solutions to problems.
- Coach him/her in the best approach to communicating his/her ideas with others.
- Consult with Sample on his/her training needs as he/she probably already has a working knowledge.

Developmental Questions

- Do you review your progress regularly? How often? What do you do?
- What do you do when you have completed your training session?
- How do you decide when you need help from the trainer?
- Give an example of you developing a plan and following it to its conclusion.
- How can you take your self management potential and make use of it in your training?
- What are some of the things you would like to work on?
- What do you think you need to do to achieve your goals?
- What are you prepared to do?
- Will you do these things?

ATTITUDES AND ATTITUDE MANAGEMENT

The feedback in this section discusses Sample's attitudes and how they can affect performance. Self confidence and managing one's lifestyle effectively are extremely important to any person while a positive attitude towards sport is invaluable as well. Athletes who see the upside in any situation are more likely to be successful.

SELF CONFIDENCE



Sample is quite confident which allows him/her to believe that he/she is able to handle most situations him/herself through his/her own efforts. His/Her profile indicates that he/she generally accepts responsibility for his/her own performance but he/she could also benefit from regular reinforcement and reminders of his/her strengths.

Coaching Suggestions

- Build his/her self confidence and help it grow by supporting his/her good feelings about him/herself.
- Help him/her build awareness of his/her strengths. Awareness of strengths will help him/her feel comfortable using them more often.
- Build greater awareness of Sample's strengths by providing specific examples of things that he/she is doing well. Tell him/her to keep doing them.
- Acknowledge and reinforce his/her achievements.
- Provide more opportunities for success.
- Encourage him/her to keep taking responsibility for his/her own performance.

Developmental Questions

- What are the things that have made you successful as a person?
- What strengths of yours helped you make the group or do well in this sport?
- Which of your strengths would help you most with this organization? At school? At work?
- How can you make your confidence an asset to the rest of the group as well as to yourself?
- What are some of the areas where you would like to improve? Do you have a plan? Do you need my help?

BUILDING SELF CONFIDENCE (Techniques that work with virtually everyone)

- Compliment the individual by identifying a specific achievement or quality. (e.g., You are a hard worker. That was a very good shot.)
- Help silence the critic (teach to learn from mistakes but not to dwell on them).
- Help the individual be consciously competent as well as aware of growth opportunities.
- Help individual learn to accept compliments.
- Help person learn to report (I made an error) but not judge (I am a loser).
- Teach how to deal with criticism:

Seek clarification so that criticism becomes useful or critic stops

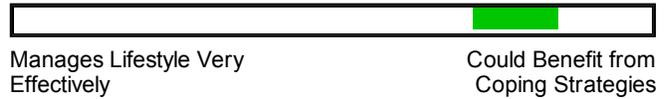
Accept or reject without debate and episode will pass quickly

Avoid least effective approach which is to confront critic

- Coach individual to market self through creating expectations, dressing appropriately, avoiding negativity and other positive approaches that help person see self as successful.

ATTITUDES AND ATTITUDE MANAGEMENT

LIFESTYLE MANAGEMENT



Sample is currently showing signs that he/she is having some difficulty dealing with stress. He/She may be experiencing a significant amount of stress without having good strategies to cope with it. Athletes who are not coping effectively with stress can provide inconsistent performance and may need support from an understanding coaching staff. Emotionally intense competitions may be difficult as long as he/she is having difficulty coping.

Coaching Suggestions

- Help Sample deal with stress by focusing his/her efforts on things that are not stressful.
- Help Sample discover and understand the nature and sources of his/her stress.
- Help him/her evaluate his/her stress coping strategies to determine their effectiveness.
- Provide him/her with new strategies or stress management mentoring by a peer.
- Follow up to determine whether he/she is integrating any new stress management techniques into his/her daily routines.
- Do not give him/her additional responsibilities until he/she demonstrates better coping skills.

THE BASICS OF LIFESTYLE MANAGEMENT (DELI Approach)

1. DISCOVER SOURCES OF PROBLEMS

When feeling under stress or not up to the challenges being faced, it is important to identify the things that may be causing these feelings. A heavy workload, personal problems, conflict with others etc can create stress and identifying the source of stress is the first step.

2. EVALUATE STRATEGIES USED TO DEAL WITH PROBLEMS

Once sources of problems are identified, the individual should be coached on evaluating his/her approach to dealing with each problem. Determine if the approach is effective and whether it should be enhanced or discontinued.

3. LEARN APPROPRIATE STRATEGIES TO DEAL WITH ISSUES

When there is no effective strategy to deal with the issues that are causing problems, the individual should be coached to develop strategies that will minimize or eliminate the problems.

4. INTEGRATE STRATEGIES INTO LIFESTYLE

Once strategies have been developed to deal with issues such as stress, nutrition etc, they should be integrated into lifestyle so that they become habitual.

ATTITUDES AND ATTITUDE MANAGEMENT

ATTITUDES ABOUT SPORT



Excellent Attitudes

Some Questions

Sample has a satisfactory attitude about a number of the issues related to fitness, other people and the issues of respect given and received. You may wish to probe some of these issues described below to determine if there is any potential for concern.

IMPORTANCE OF FITNESS



Very Important

Unimportant

Sample's responses to questions about fitness indicate that he/she has an very good attitude about its importance in personal growth.

ATHLETES IN SOCIETY



Very Important

Unimportant

His/Her answers indicate that he/she feels that people are not always appreciated and respected by others. Encourage him/her to identify some of the things about people that should be appreciated.

RESPECT FOR OTHERS



Very Respectful

Needs Coaching

Sample shows limited appreciation for other people, coaches and officials. He/She may need to be coached on the need the need to respect their efforts.

ATTITUDE MANAGEMENT

The impact of an person's attitude is enormous. While, a positive attitude is not absolutely essential to perform effectively, it is far preferable to be around people and others who look for the positive or up side of any issue rather than those who loo

- Always focus on the strengths of own group, opponents and even officials
- Build the person's awareness of own strengths (conscious competence)
- Emphasize and focus on individual's strengths 90% of the time.
- Encourage individual to make positive statements about self.
- Encourage individual to reflect on personal achievements and successes.
- Let person identify growth opportunities for self by asking if there are any things he or she would like to develop.
- Set attainable goals to help person achieve and grow in confidence.
- Ask for individual's view of strengths of self, other people, coaches, organization etc.
- Always reinforce effort.
- Ignore negative statements. Reinforce positive statements by agreeing to them or asking for them to be repeated.

FITNESSPRO™ SCORES

