

SportsPro™ Version 3.0



PERSONAL FEEDBACK

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This report is designed to provide you, the athlete, with insight into your strengths and how to capitalize upon them. It is divided into several sections that describe your character and your personal approach to sport, competition and other issues important in athletic success. 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.

SP# ELAWXUJ6 for Sample Person on September 7, 2007

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OVERVIEW

Self Coaching Overview (General Recommendations for Managing your Sporting and Personal Activity)

An Overview of your SportsPro™

Your profile is consistent with the majority of athletes who develop their athletic potential and fitness by following the guidelines of a coaching plan. You have the ability to work hard within a well defined training program that provides you with the opportunity to manage and monitor your own progress within it. You would fit well into a team environment that provides suitable feedback and coaching. You could also succeed in individual sports where you have developed consistent systems that work well for you.

Competitive Nature

You are competitive with the will to win when the competition is important to you. At other times, you will be relatively relaxed and uncompetitive. You should be able to compete effectively but may relax your intensity if you believe that the competition is not tough enough.

Motivational Structure

You would be described as similar to the athletes who like to work toward long term objectives by achieving short term goals on a regular basis and building on them.

Team Orientation

You would be described as a generally co-operative person who has an independent nature and can be very self reliant and resolute.

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 focus on learning the essentials first before getting into detail. You are interested in learning what is necessary to compete effectively and then will look into other issues.

Self Confidence

You show some signs of having a low level of self confidence at this time. Perhaps you have experienced a recent setback and are working to get your confidence back or low self confidence is an on-going issue.

Managing Pre-competition Anxiety

You report experiencing a very high level of anxiety prior to competing. This level of anxiety is very likely to have a negative effect on your performance. Please review the section in this profile that deals with this issue.

PERFORMANCE FACTORS**COMPETITIVENESS**

Extremely Competitive

Situational

You are competitive with the will to win when the competition is important to you. At other times, you will be relatively relaxed and uncompetitive. You should be able to compete effectively but may relax your intensity if you believe that the competition is not tough enough.

Developmental Suggestions

- Focus on your effort in competitive situations, particularly when you perceive the competition to be too weak.
- Coaches often relate effort to playing time so work hard in each competitive situation so that you get the playing time that you deserve.
- Review what you need to improve and what sort of help you need from the coach(es).
- Compete against your best standards and comparable teammates when practicing to be well prepared for each contest.

MENTAL TOUGHNESS

Very Tough-minded

Sensitive

Your profile is similar to individuals who can find it difficult to do well in athletics because they can become distracted by things that do not bother other athletes. You may worry about equipment and what others are thinking about you when you should be focused on your own effort. Building mental toughness will help you be a better athlete but there may be some investment of coaching time to help yourself in this area.

Developmental Suggestions

- Remind yourself that there are two different types of critics: those who provide useful advice and those who do not. Learn to differentiate between the two types. Suggestions on how to silence the critic tactfully can be found in this report's suggestions on building self confidence.
- Keep yourself focused on your own strengths and make certain that you are fully aware of them.
- Learn to assess your own growth opportunities but spend more time (80%) on your strengths than on your weaknesses (20%).
- Look for books or mentors who can provide techniques and exercises that will help you concentrate on the key issues.
- Provide yourself with realistic challenges and reward yourself for any improvements in your performance, even minimal ones.

CHARACTER TRAITS**SELF MANAGEMENT POTENTIAL**

Initiates/Very Proactive

Seeks/Accepts Coaching

You are generally agreeable and would be described as moderately competitive, enterprising, assertive and goal oriented. You have the potential to become a self manager if you are coached in the areas of self evaluation, developing the ability to self motivate and directing yourself more effectively. You would be well suited to a structured situation where you are provided with consistent coaching and direction. You are able to develop plans that help you achieve short term goals but may have trouble staying with longer term plans. You may need to be monitored occasionally to make certain that you are doing everything that you should be doing.

Developmental Suggestions

- Build success by doing some of the things that you have done successfully in the past. This will allow you to use and develop your existing skills.
- Seek a mentor who is a strong self manager.
- Write down clear achievable goals for yourself. Monitor how well you are doing reaching your goals and determine if there are things that you could do to improve your performance.
- Evaluate your habits. Reward yourself for good habits and try to replace any questionable habits with better ones.
- Reward your effort when you have honored the commitments that you have made.
- Focus on developing some self evaluation and self motivation strategies.
- Being a self manager is extremely valuable for any athlete (or in your future career).
- It is not up to the coach to make you work hard. Effort is your responsibility.

CHARACTER TRAITS**MOTIVATIONAL STRUCTURE**

Highly Challenge
Oriented/ Short Term
Goals

Enjoys Recognition/ Long
Term Goals

You would be described as similar to the athletes who like to work toward long term objectives while achieving short term goals on a regular basis. You would work most effectively in an environment that provides a mixture of familiar and new challenges.

You are motivated by both internal and external factors. This allows you to focus on your own goals much of the time as well as responding to outside influences. As an athlete, this means that you are able to drive yourself to achieve at times and at other times you may be encouraged or motivated by outside factors such as the coach, an audience or team members.

You will respond well to recognition by your peers and coaches and your performance could be affected somewhat by the presence or absence of their approval. A coach who is an effective motivator will help you with your athletic efforts but you should be encouraged to develop self motivation strategies.

You would feel a sense of satisfaction and motivation by being acknowledged for your contribution but will also derive satisfaction from setting and achieving new standards on your own.

Developmental Suggestions

- Review your skill development and advances in conditioning on a regular basis and reinforce any gains that you have made.
- Learn to assess your own performance and look for additional ways to improve it on your own.
- Ask the coaching staff to provide a training/nutritional program for you that will provide you with the tools that you need to work more effectively.
- Write down both your short and long term goals and consult with your list on a daily basis to review your progress.
- You may benefit from discussing how to monitor and evaluate your progress with a goal-oriented teammate.
- Consult with the coach(es) on your progress towards your goals so they can help you to integrate your goals with your overall coaching strategy.
- Reward yourself for your effort as well as your results.
- Avoid other people and team members who do not work hard or tend to be negative.
- Ask yourself why you want to succeed in sport. Remind yourself of the benefits.
- Focus on developing new skills as well as gains in conditioning.

CHARACTER TRAITS

TEAM ORIENTATION



Very Independent

Relies on Team Structure

You would be described as a generally co-operative person who has an independent nature and can be very self reliant and resolute. You could become firm to the point of stubbornness occasionally. You should be able to integrate your needs into those of the team. Athletes with this sort of profile tend to want freedom of action and minimal supervision. You should be well suited for both individual and team sports.

Developmental Suggestions

- Deliver results and work hard and you will earn more freedom to work on your own.
- If you have ideas about how the team could be improved, work at presenting them in a way that will appeal to the coach(es).
- Prepare yourself to lead the drills occasionally in practices.
- Work hard and commit to improving yourself and the coach may consider you for leadership roles.

OVERCOMING ADVERSITY



Very Comfortable

Needs Coaching

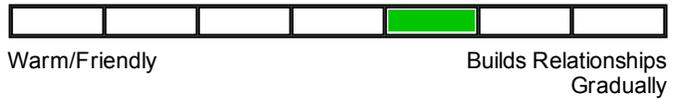
Your approach to adversity is consistent with the majority of athletes. You approach adversity comfortably and handle some conflict comfortably but would prefer an environment where conflict was not too intense and not the normal state of affairs. You would benefit from some proactive approaches to prepare yourself for adversity.

Developmental Suggestions

- Regard adversity as an opportunity for growth. Each time we face adversity rather than avoiding it, we are improving our ability to deal with adversity in all its varying forms.
- Most conflict is something that is not directed at you personally, so try to treat it dispassionately. Personal remarks by others are not worthy of your attention.
- Learn to be a mediator when there is relatively minor conflict during a competition.
- Develop conflict resolution strategies that will help you be more effective when you need to assert yourself.
- Learn to develop comfort with conflict by focusing on the concerns of the people in conflict. A calm response can help de-escalate conflict.

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 teammates 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 focus on learning the essentials first before getting into detail. You are interested in learning what is necessary to compete effectively and then will look into other issues. You would prefer to avoid complex technical or conceptual challenges unless they have a practical application for you. You prefer a straight-forward coaching system which provides the answers when you need them.

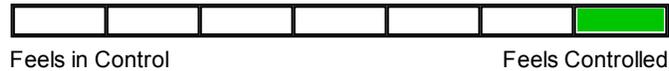
Developmental Suggestions

- Make certain that you have understood the essential aspects of the coaching program and systems.
- Identify the essential skills that you will need to compete effectively and focus on them.
- Consult with the coach(es) on your training needs so that you will be able to identify possible areas for growth.

ATTITUDES

The feedback in this section discusses your expressed attitudes and how they can affect your performance. It is extremely important for athletes to be confident, to have an effective approach to dealing with competition based anxiety and lifestyle management. Attitude management is important as it allows you to see the positive aspects of any situation as well as helping you work well with your coach and peers. By seeing the 'up side' of any situation, you will see opportunities to succeed rather than assuming failure is inevitable.

SELF CONFIDENCE



Your responses demonstrate a low level of self confidence at this time. Perhaps you have experienced a recent setback or trauma and are working to get your confidence back or low self confidence is an ongoing issue. With this profile, it is unlikely that you will feel that you have much control over events and this may affect your performance. Self confidence is very important in sport. Learn to focus on your positive accomplishments and use the techniques at the bottom of this page.

Developmental Suggestions

- Accept compliments with thanks.
- Review your strengths (as an athlete and in other aspects of your life).
- Feel good about the things you do well and reflect on your successes.
- When you do something well, reward yourself.
- If you struggle with some issues, do not focus on them. Look for opportunities to succeed.
- Focus on your strengths 90% of the time and work on your growth opportunities the remaining 10% of the time.
- Seek clarification of criticism until it is useful to you. Otherwise, learn to reject it and focus on building your own strengths rather than spending any energy on unhelpful criticism.
- Do not engage in debate with critics. Merely accept criticism or reject it without discussion so that the critic realizes that you are disinterested in further discussion.

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 the 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**PRE-COMPETITION ANXIETY**

You experience a very high level of anxiety prior to competing. These symptoms are the result of how you approach the competition. If you place a high level of importance on your sporting career and really want to be seen as a successful athlete, the idea that several people are going to be evaluating your performance (e.g., coach, fans, teammates) could be making you nervous. It is the same reaction that most people experience when they are asked to read a speech in front of a large crowd.

Developmental Suggestions

- Establish a pre-game routine that allows you to relax and take your mind off the importance of the game. This may involve isolating yourself from your teammates, as they may add to your nerves.
- When you think about sport and the importance of being a good athlete, put it into perspective. Remember, it is just a game.
- Picture yourself having a successful performance before the game. This will build your confidence and also take your mind off the game for a minute. Use breathing exercises in conjunction with this technique in order to relax.
- Focus on your effort and what you can control and measure your performance by how hard you work rather than your results.

The Basics of Managing Pre-competition Anxiety (DELI Approach)**1. DISCOVER SOURCES OF ANXIETY**

When feeling stressed or not up to the challenge, 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 or anxiety. If you can discover and identify the source(s) of your anxiety you have taken 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 evaluate 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

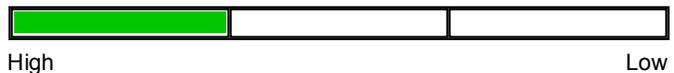
Once strategies have been developed to deal with issues such as stress, nutrition etc, they should be integrated into your lifestyle so that they become habitual.

ATTITUDES**DEFINING SUCCESS**

You define success from an external perspective. More specifically, you compare the performance of others to yourself, and use this as your frame of reference when determining your level of success. In doing so, you are heavily motivated to outperform others and feel most successful when you win. In addition, situations where you are able to outperform others, yet put forth only a moderate amount of effort, are especially rewarding. You would not likely be satisfied if you were a member of a losing team.

Developmental Suggestions

- Try to set individual performance goals that will help you achieve your overall outcome goal. In doing so, you will increase the likelihood that you will be successful and as a result draw satisfaction from the game.
- Try to keep winning in perspective. Be gracious in defeat and take something away from the loss that will allow you to improve in the future.
- Work on the fundamental skills of your sport so that you can increase your chances of being successful.

SPORTSMANSHIP

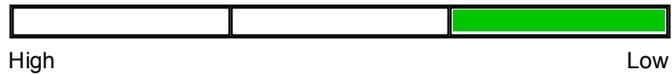
Your responses to these items indicate that you respect both your opponent and the rules that govern your sport. You appear to value playing by the rules and strive to be gracious in both success and defeat. You have the ability to view your opponent as an individual, rather than as an enemy. Such a disposition allows you to compete to your full potential while maintaining a sense of respect and responsibility towards your opponent.

Developmental Suggestions

- Demonstrate your sportsmanship and let it be part of your reputation. Your good behaviors and attitudes may influence others.
- Let your teammates and the competition understand that no matter how hard you compete you will behave well after the competition, shaking hands acknowledging the opponent appropriately.

ATTITUDES

ATHLETIC IDENTITY



Your responses indicate that you do not possess positive attitudes towards being an athlete. You are not proud of your athletic membership and would prefer to be described to others in terms that were not sports referenced.

Developmental Suggestions

- Focus on the positive aspects of sport such as better health and fitness, social interaction etc. You may enjoy sports more if they are less competitive and focused more on fun or social aspects.
- Ask yourself why you are playing sports. If you do not like it, you may wish to do something more constructive with your leisure time.

ATHLETES IN SOCIETY



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

Developmental Suggestions

- Ask other people how they feel about athletes and see how their feelings align with yours. Many people admire the commitment and energy of athletes.
- Look for the good things about other athletes and you will recognize some of those strengths in yourself. Even people whom you may not admire have admirable traits.

ATTITUDE MANAGEMENT

The impact of an athlete's attitude is enormous. While, a positive attitude is not absolutely essential to perform effectively, it is far preferable to be around athletes and others who look for the positive or 'up side' of any issue rather than those who look at the negative side of issues. Those who are confident and look at sport in a positive light are more likely to be successful because they look for opportunities to succeed rather than reasons to fail. Attitudes are habitual ways of thinking and the best way to change a bad habit is to replace it with a good one. Managing your attitude is difficult work but there are techniques that can be used to help you.

- Learn to identify the strengths of yourself, your own team, 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.

SportsPro™ Version 3.0



COACHING REPORT

[▶ Click here to view your CareerManagementPro™ report](#)

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This Coaching Report is designed to help a coach gain insight into the development and growth of an athlete. It is divided into several sections which describe the athlete's character and attitudes and provide suggestions on how to coach and mentor the athlete so that he/she may achieve his/her fullest potential both in sport and in life.

John C. Marshall, Ph.D.

SP# ELAWXUJ6 for Sample Person on September 7, 2007

OVERVIEW

Sample's overall profile is consistent with the majority of athletes who have developed some good habits on their own but still require feedback and consultation with their coaches to reach their potential. He/She would prefer a structured training program which provides him/her with ways to manage and monitor his/her own progress. Sample's best fit would be in an environment that provides suitable feedback and coaching. Help him/her develop ways to evaluate his/her own performance so that the time you spend coaching him/her will be more focused.

Competitive Nature

Sample is occasionally competitive with the will to win when the competition is important to him/her. At other times, he/she will be relatively relaxed and uncompetitive. Sample should be able to compete effectively but may relax his/her intensity if he/she believes that the competition is not tough enough.

Motivational Structure

He/She would be described as similar to the athletes who like to work toward long term objectives while achieving short term goals on a regular basis.

Team Orientation

He/She would be described as a generally co-operative person who has an independent nature and can be very self reliant and resolute.

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 focuses on learning the essentials first before getting into detail. He/She is interested in learning what is necessary to compete effectively and then will look into other issues.

Self Confidence

Sample shows signs of having a very low level of self confidence at this time. Perhaps he/she has experienced a recent setback or trauma and is working to get his/her confidence back or low self confidence is an ongoing issue.

Managing Pre-competition Anxiety

Sample is currently experiencing a very high level of anxiety prior to competing. This level of anxiety is very likely to have a negative effect on his/her performance. Please review the section in this profile that deals with this issue.

Snapshot of Sport Profile

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

TEAM ORIENTATION 
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

PRE-COMPETITION ANXIETY 
Manages Anxiety Very Effectively Could Benefit from Coping Strategies

DEFINING SUCCESS 
Personal Growth Winning Only

PERFORMANCE FACTORS**COMPETITIVENESS**

Extremely Competitive

Situational

Sample is occasionally competitive with the will to win when the competition is important to him/her. At other times, he/she will be relatively relaxed and uncompetitive. Sample should be able to compete effectively but may relax his/her intensity if he/she believes that the competition is not tough enough.

Coaching Suggestions

- Keep Sample focused on his/her effort in competitive situations, particularly when he/she perceives the competition to be too weak.
- Relate playing time to effort in each competitive situation.
- Consult with him/her on what he/she needs to improve and what sort of help he/she needs from the coach(es).
- Challenge him/her frequently by matching him/her with athletes with comparable ability.

MENTAL TOUGHNESS

Very Tough-minded

Sensitive

Sample's profile is similar to individuals who often find it difficult to do well in athletics because they can become distracted by things that do not bother other athletes. He/She may worry about equipment and what others are thinking about him/her when it is not important. Building mental toughness will help Sample be a better athlete but there may be some investment of coaching time to help him/her in this area.

Coaching Suggestions

- Help him/her understand that critics are often just that and are very often less capable than he/she is.
- Keep him/her focused on his/her own strengths and make certain that he/she is fully aware of them.
- Use direct criticism very sparingly with Sample. Ask him/her to assess his/her own growth opportunities rather than pointing them out to him/her.
- Provide Sample with appropriate strategies to improve his/her focus.
- Provide him/her with realistic challenges and praise or otherwise reinforce any improvements in performance, even minimal ones.

CHARACTER TRAITS**SELF MANAGEMENT POTENTIAL**

Initiates/Very Proactive

Seeks/Accepts Coaching

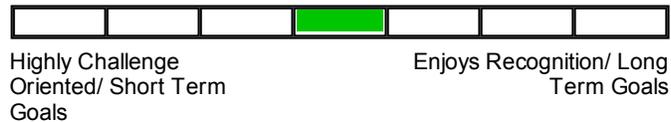
Sample would be described as moderately competitive, enterprising, assertive and goal oriented. He/She has the potential to become a better self manager if he/she is coached in the areas of self evaluation, developing the ability to self motivate and directing him/herself more effectively. He/She would be well suited to a structured situation where he/she is provided with consistent coaching and direction. He/She is able to develop plans that help him/her achieve short term goals but may have trouble staying with longer term plans. Sample may need to be monitored to make certain that he/she is following the coaching program.

Coaching Suggestions

- Help Sample to develop in a role which will build on the strengths that he/she has developed in his/her previous experience.
- Match him/her with a mentor who is a strong self manager.
- Schedule a regular progress review procedure and stick to your schedule.
- Help him/her manage him/herself more effectively by varying the amount of guidance and direction he/she receives until he/she is delivering consistent effort.
- Reinforce his/her effort when he/she honors the commitments that he/she makes to the coach, the team and him/herself.
- Provide Sample with some self evaluation and self motivation strategies.
- Assure that he/she understands the importance of an athlete being a self manager.

Developmental Questions

- How do you make certain that you are achieving your daily goals?
- How do you review your progress as an athlete? How often?
- What do you do when you have completed all your tasks for the day?
- How often do you like to review your progress with the coach?
- What are some of the things you would like to work on this season?
- What do you think you need to do to achieve your goals?
- What are you prepared to do?
- Will you do these things?

CHARACTER TRAITS**MOTIVATIONAL STRUCTURE**

Sample would be described as similar to the athletes who like to work toward long term objectives while achieving short term goals on a regular basis. He/She would work most effectively in an environment that provides a mixture of familiar and new challenges.

He/She is motivated by both internal and external factors. This allows him/her to focus on his/her own goals much of the time as well as responding to outside influences. As an athlete, this means that he/she is able to drive him/herself to achieve at times and at other times he/she may need to be encouraged by outside factors such as the coach, an audience or team members.

Sample will respond well to recognition by his/her peers and coaches and his/her performance can be affected somewhat by the presence or absence of approval. A coach who is an effective motivator will help Sample with his/her athletic efforts but he/she should be encouraged to develop self motivation strategies.

He/She would feel a sense of satisfaction and motivation by being acknowledged for his/her contribution but will also derive satisfaction from setting and achieving new standards on his/her own.

Coaching Suggestions

- Acknowledge Sample's efforts to improve and reinforce both his/her results and effort.
- Challenge Sample with goals that he/she can achieve on a regular basis.
- Provide a training/nutritional program for Sample that will provide him/her with tools to work toward longer term goals.
- Ask him/her to commit to both short and long term goals and consult with him/her regularly about his/her progress.
- Match him/her with a goal oriented teammate who will help him/her monitor and evaluate his/her own progress.
- Consult with him/her on his/her progress towards his/her goals so you can help him/her to integrate his/her goals with your overall coaching strategy.
- Praise effort and results but help him/her to learn how to reinforce his/her own efforts and progress him/herself.
- Provide Sample with tools to deal with negative peers.
- Ask him/her to give you some insights into why he/she is eager to succeed in sport. CS4.10=Focus on developing new skills as well as gains in conditioning.

Developmental Questions

- Describe how you set short term goals in order to meet your long term goals.
- Describe some of your most recent achievements in sport. What are you doing to build on those achievements?
- Were they achieved over a short or long period of time?
- What are some of your immediate goals? What are you doing to reach them?
- Which aspects of your performance would you like to improve? What are you willing to begin working on immediately?
- What do you do when you find your performance is staying at the same level?
- What do you need from the coaching staff to help you improve your performance?
- What is the ideal duration of a practice? Do you set goals for each practice?
- Describe a situation where you set challenging goals for yourself. What was the outcome? What did you learn from it?

CHARACTER TRAITS**TEAM ORIENTATION**

Very Independent

Relies on Team Structure

Sample would be described as a generally co-operative person who has an independent nature and can be very self reliant and resolute. He/She could become firm to the point of stubbornness occasionally. He/She should be able to integrate his/her needs into those of the team. Athletes with this sort of profile tend to want freedom of action and minimal supervision. He/She should be well suited for both individual and team sports.

Coaching Suggestions

- When Sample is performing well, give him/her as much freedom as you can.
- Consult with him/her on team matters from time to time.
- Encourage him/her to lead the drills occasionally in practices.
- Consider using him/her in occasional leadership roles if his/her performance and work ethic are satisfactory.

OVERCOMING ADVERSITY

Very Comfortable

Needs Coaching

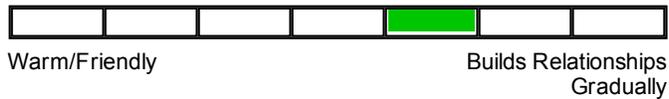
Sample is typical of athletes who are comfortable with some level of adversity and conflict but would be most at ease in an environment where conflict was neither the normal state of affairs nor too intense. He/She will be able to deal with some conflict and adversity but would benefit from some stretching of his/her limits. Strategies that will help resolve conflict would help him/her as well.

Coaching Suggestions

- Help him/her regard adversity as an opportunity for growth. By facing adversity on a regular basis, we all can learn to improve our ability to deal with it when it re-occurs in any form.
- Work on strategies that will focus him/her on positive outcomes when faced with challenges or apparently impossible situations.
- Focus him/her on becoming more comfortable with adversity by stretching his/her limits gradually while retaining his/her composure.
- Help him/her approach conflict in an impersonal manner. If he/she understands that most disagreements are not about personalities, he/she will be able to deal with this sort of adversity more effectively. Also help him/her learn to ignore personal remarks that are not worthy of his/her attention.

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

- Consult with Sample on whether there are any specific communications skills that he/she may wish to develop. Areas such as confidence building, listening and communicating more effectively are often very helpful.
- Let him/her develop relationships at his/her own pace.
- Coach him/her to feel comfortable with the teammates with whom he/she must interact most often.
- Provide specific feedback on the communications skills where he/she needs help. Build his/her confidence, help him/her become a good listener, mentor him/her on expressing him/herself more effectively. CS4.1=Build on Sample's strengths with other people by inviting him/her to interact with teammates, officials and other peers.

APPROACH TO LEARNING



Sample focuses on learning the essentials first before getting into detail. He/She is interested in learning what is necessary to compete effectively and then will look into other issues. He/She would prefer to avoid complex technical or conceptual challenges unless they have a practical application for him/her. He/She prefers a straight-forward coaching system which provides the answers when he/she needs them.

Coaching Suggestions

- Make certain that Sample has understood the essential aspects of the coaching program and your systems.
- Focus his/her on the essential skills that he/she will need to compete effectively.
- Consult with him/her on his/her training needs so that he/she will learn to evaluate possible areas for growth.

Developmental Questions

- How do you make certain that you are achieving your daily goals?
- How do you review your progress as an athlete? How often?
- What do you do when you have completed all your tasks for the day?
- How often do you like to review your progress with the coach?
- What are some of the things you would like to work on this season?
- What do you think you need to do to achieve your goals?
- What are you prepared to do?
- Will you do these things?

ATTITUDES

The feedback in this section discusses Sample's attitudes and how they can affect performance. Feelings of confidence (particularly as they relate to his/her effectiveness in sport) are extremely important to the athlete. Managing pre-competition anxiety is also essential to the athlete. This section will help you understand how Sample approaches these issues and provide some suggestions that may assist you as his/her coach.

SELF CONFIDENCE



Feels in Control

Feels Controlled

Sample shows signs of having a very low level of self confidence at this time. Perhaps he/she has experienced a recent setback or trauma and is working to get his/her confidence back or low self confidence is an ongoing issue. With this profile, it is unlikely that he/she will feel that he/she has much control over events and this may affect his/her performance. Self confidence is very important in sport. It can be re-built by focusing on the positive accomplishments of the individual.

Coaching Suggestions

- Seek to understand his/her reasons for lack of confidence and develop a plan to address them.
- Remind him/her of his/her strengths (as an athlete and in other venues).
- Offer him/her the support provided by the coaches and his/her peers.
- When he/she does something well, reinforce by acknowledging and providing approval.
- If he/she struggles with some issues, do not focus on them. Help him/her by providing opportunities to succeed.
- Address areas for personal growth only after focusing on strengths.

Developmental Questions

- Do you focus on your weaknesses a lot? What are the advantages of this?
- What are some of your strengths as an athlete? (Try to get as many strengths as possible)
- List some of your strengths? How can you focus on your strengths more often?
- What are the things that you have done well in the past?
- What is one of the things that you would like to improve? Is it more important than your existing strengths? Do you have a plan to develop this area? 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 the individual learn to accept compliments.
- Help the 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 the 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 them see themselves as successful.

ATTITUDES**PRE-COMPETITION ANXIETY**

Sample reports a very high level of anxiety prior to competing. Consequently, his/her pre-competitive state anxiety is at a level that may hurt his/her performance. These symptoms may result from Sample fearing that he/she will be criticized by those watching the competition. Sample may doubt that he/she possesses the talents necessary to be successful and may feel that he/she may be judged as incompetent. This could be a result of Sample placing a high level of importance on his/her performance. Threats to his/her self-image could make him/her feel highly anxious before competing.

Coaching Suggestions

- Help Sample establish a pre-game routine that allows him/her to relax and take his/her mind off the importance of the game. This may involve isolating him/her from his/her teammates, as they may add to Sample's nerves.
- Focus Sample on working hard rather than the result. Demonstrate to him/her that you are happy when he/she competes hard no matter what the outcome.
- Avoid putting too much pressure on him/her to perform.
- Create a fail-proof practice environment where Sample can repeatedly be successful. This may require that you reduce the level of difficulty at first, and then progressively move towards game-like conditions.
- Focus Sample on realistic outcomes. Remind him/her that losing is "not the end of the world". A major contributor to an athlete's level of anxiety is using unrealistic and irrational thought processes.
- Avoid giving him/her additional assignments or stretching his/her limits until he/she is managing his/her energy well.
- Recommend that Sample consult with a sport psychologist. These people have specific training in this area and will be able to help Sample regulate his/her level of pre-competitive state anxiety.

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**DEFINING SUCCESS**

Sample defines success from an external perspective. In other words, he/she compares his/her own performance with the performance of others and uses this information to determine whether or not he/she was successful. As a result, winning is often the only thing that matters. Moreover, because winning is so important to him/her, it is very possible that he/she will use any tactic to gain some sort of performance advantage. Sample is more likely to accept challenges that he/she feels that he/she can win and may not always set challenging goals for him/herself. Finally, because Sample perceives winning to be of primary importance, he/she may be more likely to drop out of sport during prolonged periods of failure.

Coaching Suggestions

- Help Sample put winning into perspective and to develop personal performance goals from which he/she can draw satisfaction. This will help remove negative feelings in the event of a loss.
- Set challenging goals for Sample so that he/she must put forth an adequate amount of effort to achieve them.
- Focus on building [Sample's fundamental skills so he/she will not need to rely on cheating and other illegal tactics as a way of increasing his/her chances of winning.
- Watch for signs of self-handicapping (e.g., I have a stomach ache) or social loafing (e.g., letting others do all the work) when he/she is faced with difficult tasks. People sometimes try these techniques where the likelihood for success is low, so that they can deflect the blame for the failure.

SPORTSMANSHIP

Sample's responses indicate that he/she respects both his/her opponent and the rules that govern his/her sport. He/She appears to value playing by the rules and perceives him/herself to be gracious at all times whatever the results were. Sample has the ability to view his/her opponent as an individual rather than as an enemy. Such a disposition allows him/her to compete to his/her full potential while maintaining a sense of respect and responsibility towards his/her opponent.

Coaching Suggestions

- Sample can be a role model for team members in this area. Let him/her know that you appreciate his/her leadership.

ATTITUDES**ATHLETIC IDENTITY**

Sample's responses indicate that he/she does not possess positive attitudes towards being an athlete. Sample is not proud of his/her athletic membership and does not like to be described to others as an athlete. Overall, Sample may not even like to participate in sport or see much meaning in it.

Coaching Suggestions

- Because his/her responses to questions about sport indicate that he/she is uncertain about whether it has much significance for him/her, he/she may benefit from being able to see the joys of building new skills and lasting friendships.
- Look for external forces that may be contributing to these feelings and help where you can without becoming intrusive.

ATHLETES IN SOCIETY

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

Coaching Suggestions

- Ask Sample to examine some of the strengths that athletes have that may not be present in the general public. The willingness to train hard and work towards goals are things that many people who criticize athletes do not have themselves.

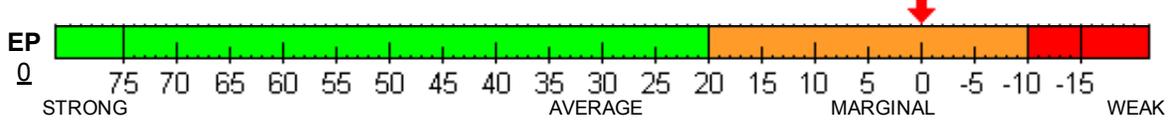
ATTITUDE MANAGEMENT

The impact of an athlete's attitude is enormous. While, a positive attitude is not absolutely essential to perform effectively, it is far preferable to be around athletes and others who look for the positive or up side of any issue rather than those who look at the negative side of issues. Those who are confident and look at sport in a positive light are more likely to be successful because they look for opportunities to succeed rather than reasons to fail. Attitudes are habitual ways of thinking and the best way to change a bad habit is to replace it with a good one. Managing an athlete's attitude is difficult work for a coach but there are techniques that can be used to help.

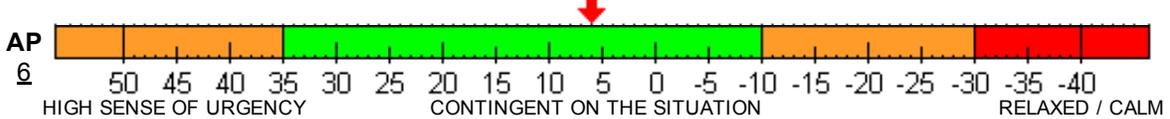
- Always focus on the strengths of own team, opponents and even officials
- Build the athlete's awareness of own strengths (conscious competence)
- Emphasize and focus on individual's strengths 90% of the time.
- Encourage individual to make positive statements about self.
- Encourage individual to reflect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

SPORTSPRO SNAPSHOT

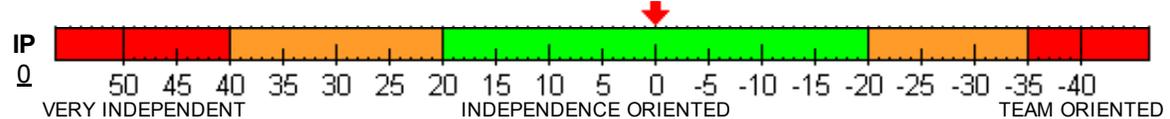
ENTERPRISING POTENTIAL (EP)



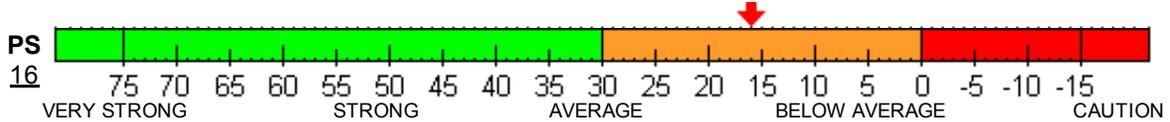
ACHIEVEMENT POTENTIAL (AP)



INDEPENDENCE POTENTIAL (IP)



PREDICTOR SCORE (PS)



SCORES

	Enterprising	People Oriented	Achievement Oriented	Independent
Power Scores	63	0	63	63
Neutr Scores	63	0	63	63
	Acquiescent	Investigative	Relaxed	Team Oriented
0 EP	63 BL	6 AP	0 IP	16 PS

OPINIONS

