

## 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# FYCARJXV for Paul Parker on January 25, 2013**

## **OVERVIEW**

### Self Coaching Overview

(General Recommendations for Managing your Sporting and Personal Activity)

#### **An Overview of your SportsPro™**

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 coach for you is one who will allow you to manage yourself and work towards your own goals as long as you are meeting those of the team or club.

#### **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 winning 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 are motivated by challenge and will take on some difficult challenges and will derive satisfaction from meeting them.

#### **Team Orientation**

You would be described as independent and often stubborn. Your independent nature can make you be very self reliant and resolute.

#### **Preferred Social Interaction Style**

You are sociable, cheerful, friendly and outgoing. You enjoy meeting new people and are able to build relationships easily. You will be quite comfortable with new teammates and others.

#### **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 have a healthy self confidence, believing that you are able to handle most situations on your own. You take responsibility for your own actions.

#### **Managing Pre-competition Anxiety**

You report being calm and relaxed prior to competitive events. By combining this relaxed state with proper preparation, you will be ready to perform well.

**PERFORMANCE FACTORS****COMPETITIVENESS**

Extremely Competitive

Situational

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 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 by setting realistic goals which you have negotiated with the coach(es).
- Challenge yourself during training by matching yourself with athletes with comparable or better ability.
- Consult with your coach(es) on what you need to improve and what sort of help you need from the coach(es).
- Monitor your response to challenge to assure that you sustain your competitive edge.
- Consider teaming 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**

Very Tough-minded

Sensitive

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 peers and coaches, confrontation with others and other tough situations. Athletes with this sort of tough-minded, self-directed nature are usually able to achieve excellent results because they maximize 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, the 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 teammates 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**

Initiates/Very Proactive

Seeks/Accepts Coaching

People would describe you as assertive, competitive, enterprising and determined. You have the potential to become a strong self manager who is able to work with very little guidance and direction. You are able to motivate yourself without frequent reference to the coaching staff. You will likely work well with a coaching staff who coaches effort and consults rather than directs. With an outline of the coaching system and plan, you should be able to handle most situations on your own and be self monitoring. Manage your own time effectively and the time you do spend with your coach will be more rewarding.

**Developmental Suggestions**

- Demonstrate your ability to follow the program without supervision so that you will be allowed to work on your own with an understanding that you can ask for and receive feedback and guidance.
- 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 coach(es) 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.
- Ask your coach for suggestions on how to develop self evaluation and self motivation strategies.
- When you demonstrate your ability to self manage, your coach will appreciate you and possibly give you more freedom. You may be invited to mentor others who are willing to work hard but need some guidance.
- Demonstrate your leadership by working harder than others.
- Set high standards that require focused effort.
- Reward yourself for your good habits.

**CHARACTER TRAITS****MOTIVATIONAL STRUCTURE**

Highly Challenge  
Oriented/ Short Term  
Goals

Enjoys Recognition/ Long  
Term Goals

You will take on very difficult challenges and will derive satisfaction from meeting them. You like to achieve your short term objectives on a regular basis while working towards your long term goals. When you focus on the goals that you set for yourself, you will be able to push yourself to achieve your best results. You would work most effectively in an environment that provides new challenges on a regular basis as well as familiar challenges that stretch your existing limits.

You are motivated by internal and, to a lesser degree, 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 while occasionally needing to be encouraged by outside factors such as the coach, an audience or team members.

You generally take responsibility for your own performance and will probably work hard to maintain your standards.

**Developmental Suggestions**

- Review your skill development and advances in conditioning on a regular basis and reinforce any gains that you have made.
- Seek out a training/nutritional program for that will improve your fitness and help you work toward longer term goals.
- Commit to both your short and long term goals and review your progress regularly.
- Consult with other goal oriented teammates who may have excellent suggestions on how to monitor and evaluate your own progress.
- Consult with the coach(es) on your goals and learn to integrate them with the overall coaching strategy.
- Learn how to reinforce your own efforts and progress yourself. Reward yourself when you have done well but not if you have failed to honor your self-commitments.
- Avoid negative peers.
- Ask yourself why you want to succeed in sport. Remind yourself of the benefits.
- Improve by continuously evolving higher expectation levels for yourself.

**CHARACTER TRAITS****TEAM ORIENTATION**

Very Independent

Relies on Team Structure

You would be described as independent and often stubborn. Your independent nature can make you act very self reliant and resolute. Athletes with this profile tend to want freedom of action and minimal supervision. You should do equally well in both individual and team sports. You will follow existing systems and procedures only if they are helping you improve your performance. Often, you will create your own structure as needed. You will accept supervision very reluctantly.

**Developmental Suggestions**

- Your natural instinct can be to resist other people's systems but this can hurt you, particularly in a team sport. Follow the coaching strategy and integrate your ideas into it when they will enhance it without challenging the coach.
- If you have ideas about how the team could be improved, share them with the coach(es) when the time is right and in a way that is constructive.
- Share your good ideas about your sport with the coaching staff in a way that can be used in practices.
- Work hard and commit to improving yourself in order for the coach to consider you for leadership roles.

**COMFORT WITH CONFLICT**

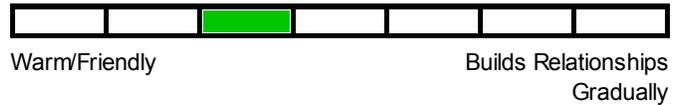
Very Comfortable

Needs Coaching

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 sociable, cheerful, friendly and outgoing. You enjoy meeting new people and are able to build relationships easily. You will be quite comfortable with new teammates and others.

**Developmental Suggestions**

- Build on your interpersonal strengths as you interact with teammates, officials and other peers.
- Develop your comfort with others by giving presentations at team meetings if the opportunity presents itself.
- Consider which of your communications skills you would like to develop: public speaking, writing, listening etc.
- Your ability to work well with others is a strength which can help you in both sports and non-sports environments.

**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 show that you have a healthy self confidence, believing that you are able to handle most situations on your own. This profile indicates that you accept the responsibility for your own performance and you expect to succeed in virtually all you attempt.

### Developmental Suggestions

- Continue to reflect on your strengths as a person and an athlete.
- Build awareness of your strengths by focusing on your successes and what you did to succeed.
- Being consciously aware of your strengths will help you maintain your best performance levels so focus on them.
- Look for ways that you could help your team be more successful.
- Continue to take responsibility for your own performance. When you perform well, be aware of what you did to succeed. If you do not perform well, evaluate your performance factually and assess your growth areas for future development.
- Learn to make confident statements without bragging.
- Build your reputation as a winner by dressing appropriately, avoiding negative comments and approaching your teammates in a positive manner.

### 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**

Manages Anxiety Very  
Effectively

Could Benefit from  
Coping Strategies

You are calm and relaxed prior to competitive events. You also appear to be capable of energizing yourself prior to a game, and therefore do not have to rely on external sources of influence such as the coach or your teammates. Finally, you report having a good sport-life balance, where you are able to juggle all of your daily responsibilities with relative ease.

**Developmental Suggestions**

- Isolate what you do to remain relaxed so that you can provide your teammates with helpful suggestions.
- Continue to employ your pre-competition routine, as this likely allows you to focus your attention on the task at hand.
- You may be an effective mentor for those who could benefit from learning how to cope with stress. In order to help others, you will have to become consciously competent about how you manage stress and this will help you become even more effective.
- Your strengths at dealing with pre-competition anxiety should allow you to assume additional responsibilities when there are additional challenges.

**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**

Athletics is a central part of your life and as a result you are proud to call yourself an athlete. However, because athletics is so much of who you are, your mood and self-concept could be heavily influenced by your sporting accomplishments. For example, you could be depressed and unhappy following a loss, while happy and confident following a win. It is OK to take your sporting career seriously, but define yourself as more than an athlete. You can and should take pride in your other accomplishments away from sports.

**Developmental Suggestions**

- Develop a list of your various roles in society (e.g. your personal and family relationships, your work, your other interests) Review the list and note how multi-talented you are. Think about the importance of each of these roles.
- List and rate your personal strengths outside of sport. Be aware of those strengths and build on them just as you would build on your athletic strengths.
- Use your athletic strengths to build success in other aspects of your life.

**ATHLETES IN SOCIETY**

Your answers indicate that you feel that athletes are generally appreciated and reasonably well respected by other people and society in general. Consider the things that others do admire in athletes, so you will be able to focus on those strengths within yourself.

**Developmental Suggestions**

- Keep looking for the good things about other athletes and you will recognize some of those strengths in yourself.

## **ATTITUDE MANAGEMENT**

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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.