

SPP

**SPORTS
PERFORMANCE
PROFILE**



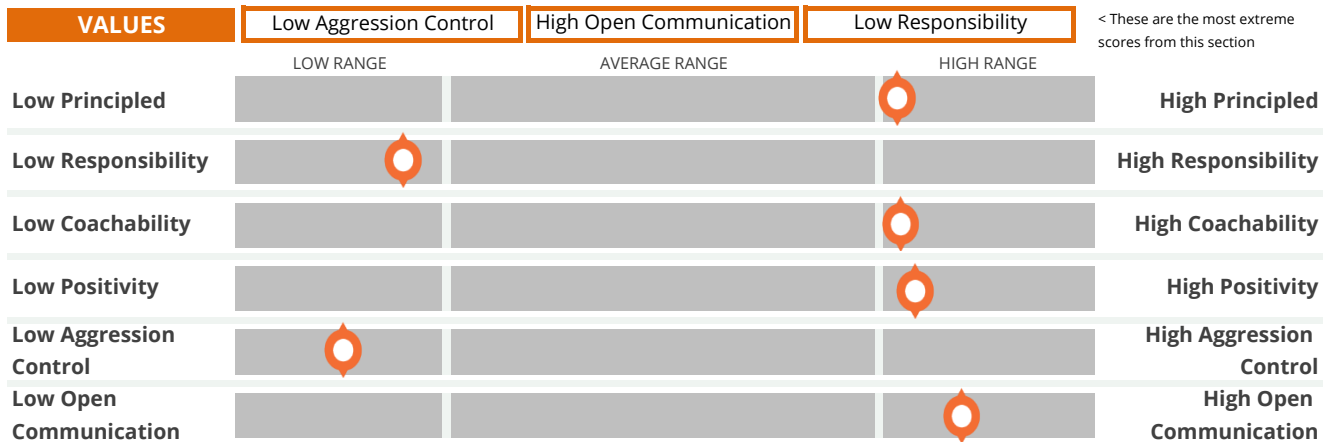
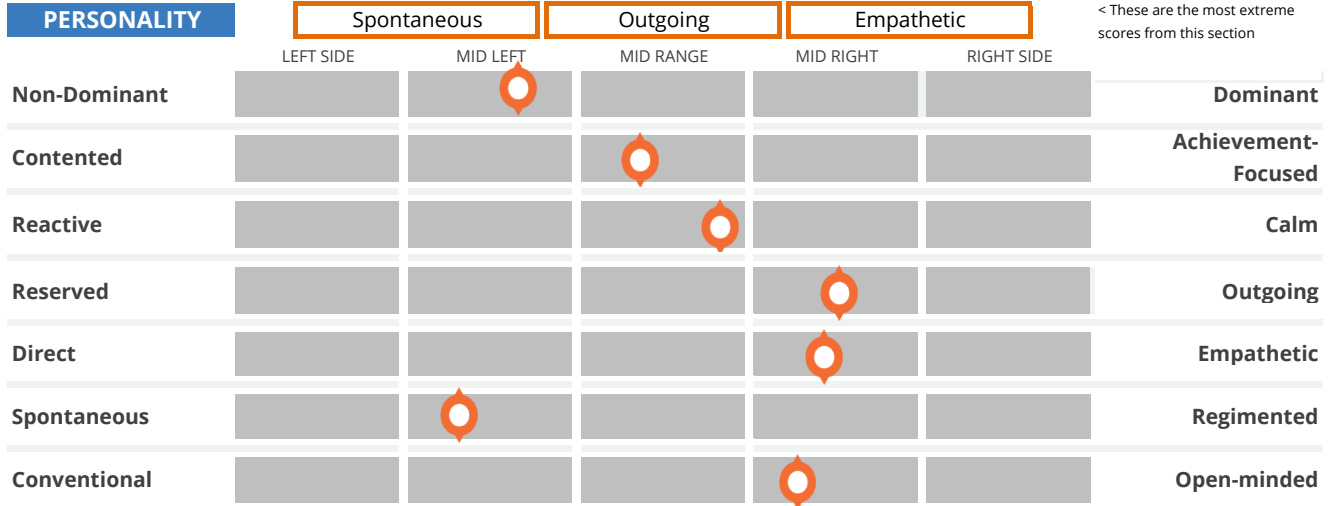
COACH REPORT
For Insight & Self-Coaching

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TalentClick
Predict Strengths AND Risks.





Marker:

The marker represents your results. The population average is at the middle point of each dimension.

Disclaimer:

We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of outcomes.



Personality Profile - Introduction

This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment. The report is focused around seven main dimensions addressing different aspects of your personality. Keep in mind as you read the report that right side scores are not necessarily better than left side scores. There are positive and negative implications for both right side and left side scores, although certain scores are more preferable for certain roles and certain team cultures.

Your primary traits:

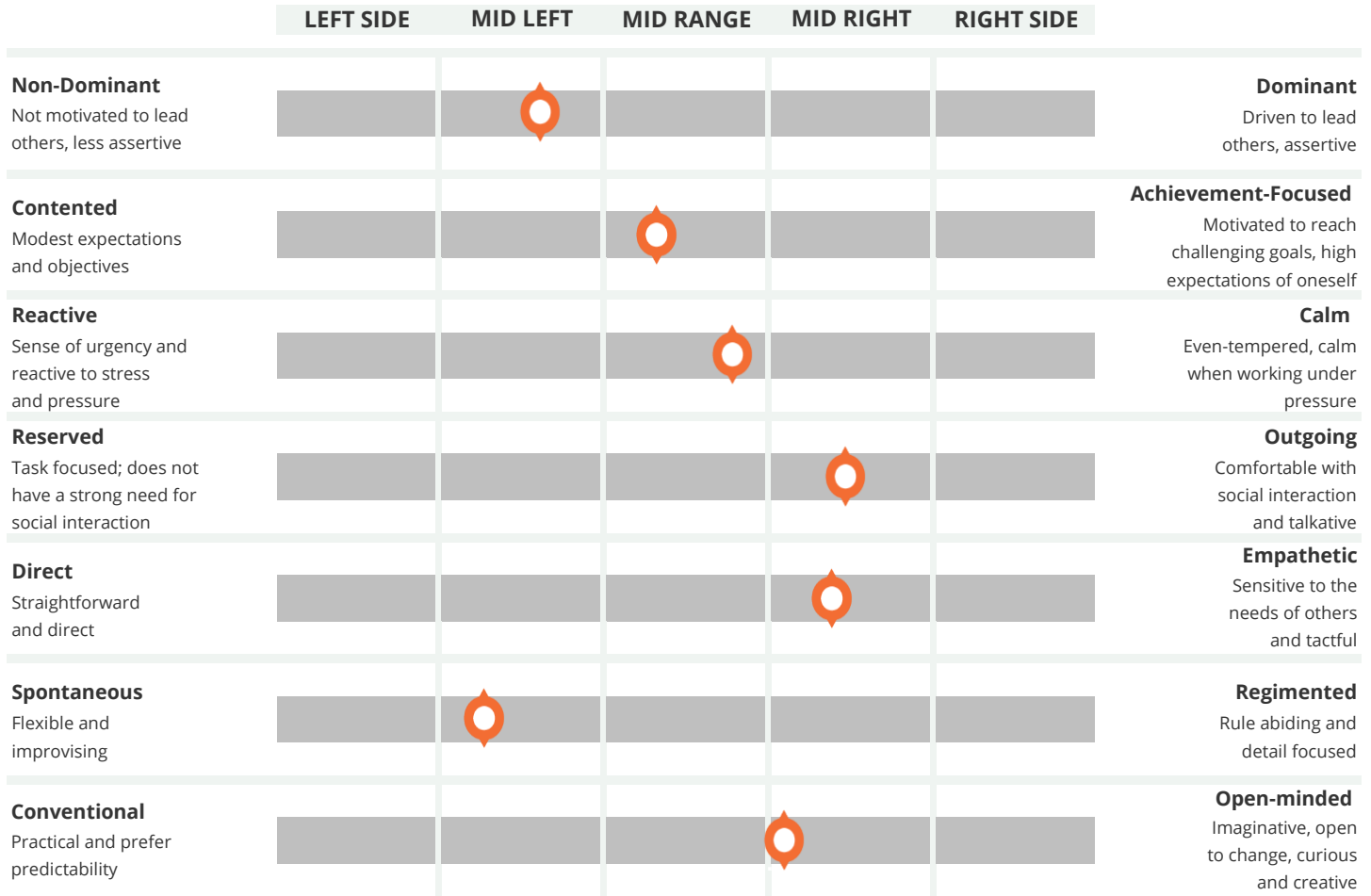
Spontaneous

Outgoing

Empathetic

These are the most extreme scores from the personality profile below.

Summary of your results:



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STRENGTHS

Positive aspects related to how you scored:

Outgoing

- You quickly build relationships with new players.
- You enjoy socializing and team building activities.
- Players feel you are quite open and approachable.
- You enjoy motivating the team and giving pep talks.
- You are comfortable with attention and enjoy recognition.

Open-minded

- You are very adaptable and open to change.
- Players know you like experimenting with new things.
- You are good at finding creative solutions to problems.
- You're not overly concerned with tradition.

Empathetic

- Players feel you are helpful and considerate.
- You avoid conflict.
- You are understanding of players and sensitive to their feelings.
- You are focused on cooperation and team efforts.

Spontaneous

- You easily grasp the big picture and long term strategy.
- Players know rules and programs are not as important to you as other coaches.
- You like to improvise and "make it up as you go along."

POTENTIAL CHALLENGES

Self-coaching tips related to how you scored:

Spontaneous

- For detail-oriented planning, collaborate with a manager or coach who enjoys that.
- Accept others who take comfort in the rules and also need to organize things and plan ahead. They can be amazing!
- Recognize that the best results often come through a structured plan.
- Don't let yourself avoid or procrastinate tasks.

Contented

- You respond best to having reachable goals.
- You may fit best leading players who value both winning AND having lots of fun.
- Give reminders about the 'balanced' culture and performance level expected of everyone.
- Many players and coaches will treat practices and training more seriously than you or less seriously. Learn whom to push and whom to ease up on.

Non-Dominant

- You may thrive most in an assistant coach role, supporting a head coach.
- Attend workshops to develop more assertive leadership skills.
- Speak your mind when it's really important, even if it feels uncomfortable.
- Type A people will seem aggressive to you. Accept that they just have a stronger desire to be in charge. Give them opportunities to lead.

Outgoing

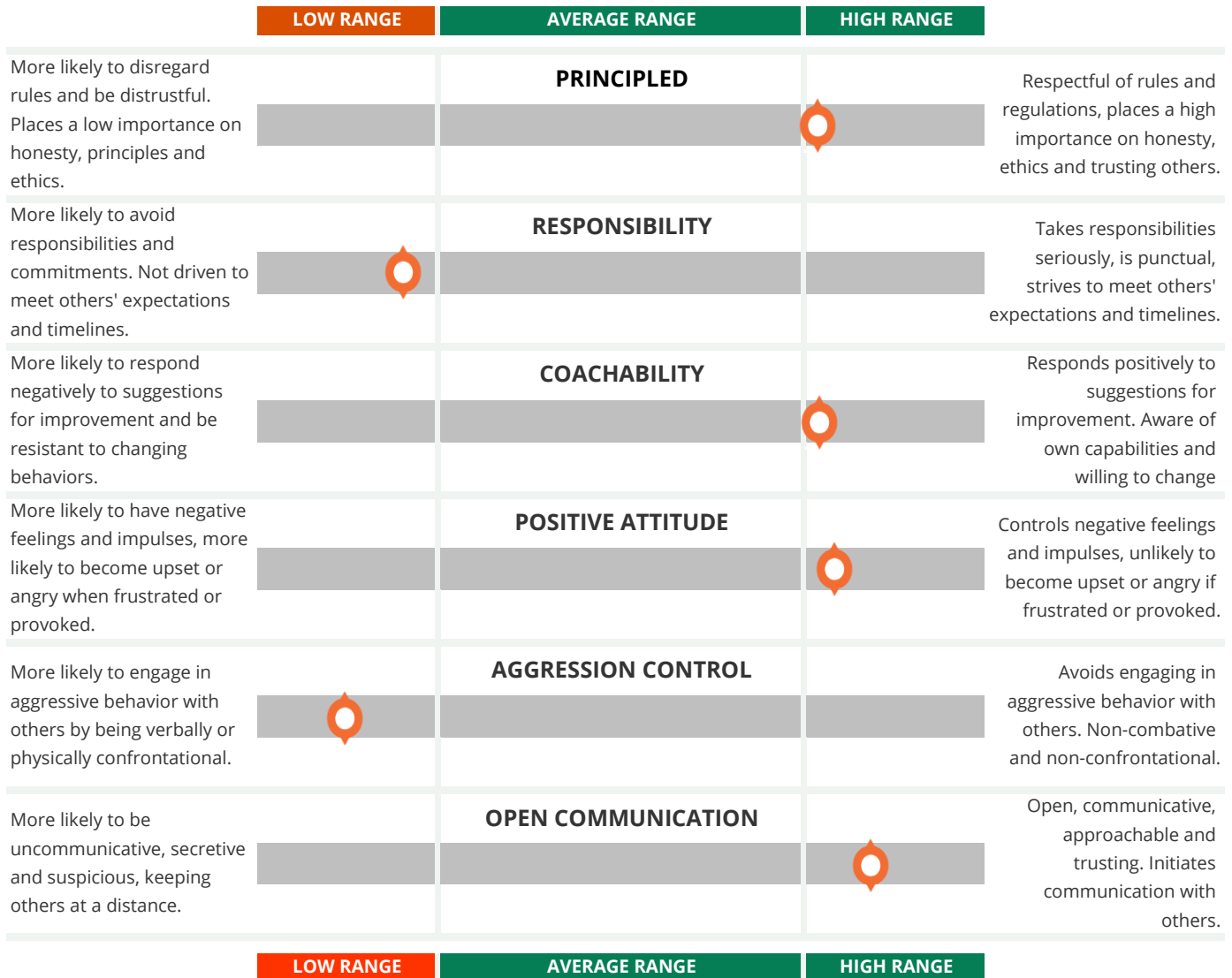
- Outgoing people like you enjoy and perform best in team activities.
- Understand that introverted players do like people; they just get overstimulated easily and need more alone time to re-charge.
- Allow others to speak. Try to focus on listening more.
- Make sure you think ideas through before sharing them.



Values Profile - Introduction

- This section is a summary of the individual's **values** calculated from the assessment questionnaire.
- **Scores in the Low Range indicate potential risks.**
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- These "default settings" can be hard to change, but you can **reduce the risk of negative outcomes** by increasing awareness of risks, monitoring your own impulses, interrupting your usual patterns of behavior, and making better choices.

Your Results:



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STRENGTHS

Positive aspects related to how you scored:

High Open Communication

- You readily communicate feelings and opinions.
- Players feel you are very approachable.
- You are comfortable initiating communication.
- You like lots of information and need transparency from others.

High Principled

- You are ethical and honorable.
- You defend rules you believe in.
- You place a high importance on trust.
- You take your own coaching reputation seriously.

High Positive Attitude

- You are optimistic and constantly believe you can win.
- You look for the good in others.
- Others see you as a very positive coach.
- You display a can-do attitude.
- You are less likely than others to become frustrated.

High Coachability

- You are motivated by constant improvement.
- You happily listen to input from players, coaches, management.
- You are quite willing to change things up if they make sense.

POTENTIAL CHALLENGES

Self-coaching tips related to how you scored:

Low Aggression Control

- You may become annoyed easily when you're stressed, tired, or in a rush.
- After becoming irritated, give yourself a time out. Take a deep breath and count to 10.
- Say to yourself, "They didn't do it to me personally. They just did it."
- Pick and choose the time for a tongue lashing. A one-track coach will lose the room.

High Coachability

- With management, don't hesitate to question things or get advice from other experts.
- Stop to analyze a new program before readily adopting it.
- Get resistant players focused on the benefits that could happen if they adopt the change.
- Use constructive language and focus on the desired actions, not what a player is doing wrong.

Low Responsibility

- Only take on responsibilities and set goals for winning that you know are realistic.
- Get clarity from management and the league about which expectations are set in stone.
- Let others know early if you can't meet an objective.
- Establish expectations with players and don't be wishy washy on enforcing things.

High Principled

- Be mindful of times when rules should be changed or revised because the rules are not applicable to the situation.
- Understand that some people place less emphasis on rules, ethics, and integrity than others. Hold your ground.
- Don't blindly listen to others when they're being inappropriate or you know they're wrong.