

SPORTS PERFORMANCE PROFILE

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COACH REPORT For Insight & Self-Coaching

Kelly Sample

July 17, 2018





PERSONALITY	Spor	ntaneous	Outgoing	Empa	athetic	< These are the most extreme scores from this section
	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SID	
Non-Dominant		Q				Dominant
Contented						Achievement-
contented			\mathbf{v}			Focused
Reactive			¢			Calm
Reserved				¢		Outgoing
Direct				¢		Empathetic
Spontaneous		¢				Regimented
Conventional				¢		Open-minded

VALUES	Low Aggression Control	High Open Communication	Low Responsibility	< These are the most extreme scores from this section
	LOW RANGE	AVERAGE RANGE	HIGH RANGE	
Low Principled			Q	High Principled
Low Responsibility				High Responsibility
Low Coachability			¢	High Coachability
Low Positivity				High Positivity
Low Aggression Control				High Aggression Control
Low Open Communication			¢	High Open Communication

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

Summary of your results:

	LEFT SIDE	MID LEFT	MID RANGE	MID RIGHT	RIGHT SIDE	
Non-Dominant Not motivated to lead others, less assertive		¢				Dominant Driven to lead others, assertive
Contented Modest expectations and objectives			¢			Achievement-Focused Motivated to reach challenging goals, high expectations of oneself
Reactive Sense of urgency and reactive to stress and pressure			¢			Calm Even-tempered, calm when working under pressure
Reserved Task focused; does not have a strong need for social interaction				¢		Outgoing Comfortable with social interaction and talkative
Direct Straightforward and direct				¢		Empathetic Sensitive to the needs of others and tactful
Spontaneous Flexible and improvising		¢				Regimented Rule abiding and detail focused
Conventional Practical and prefer predictability				¢		Open-minded Imaginative, open to change, curious and creative



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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.

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.

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."

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.

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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:

l	LOW RANGE	AVERAGE RANGE	HIGH RANGE
More likely to disregard rules and be distrustful. Places a low importance on honesty, principles and ethics.		PRINCIPLED	Respectful of rules and regulations, places a high importance on honesty, ethics and trusting others.
More likely to avoid responsibilities and commitments. Not driven to meet others' expectations and timelines.	¢	RESPONSIBILITY	Takes responsibilities seriously, is punctual, strives to meet others' expectations and timelines.
More likely to respond negatively to suggestions for improvement and be resistant to changing behaviors.		COACHABILITY	Responds positively to suggestions for improvement. Aware of own capabilities and willing to change
More likely to have negative feelings and impulses, more likely to become upset or angry when frustrated or provoked.		POSITIVE ATTITUDE	Controls negative feelings and impulses, unlikely to become upset or angry if frustrated or provoked.
More likely to engage in aggressive behavior with others by being verbally or physically confrontational.	¢	AGGRESSION CONTROL	Avoids engaging in aggressive behavior with others. Non-combative and non-confrontational.
More likely to be uncommunicative, secretive and suspicious, keeping others at a distance.		OPEN COMMUNICATION	Open, communicative, approachable and trusting. Initiates communication with others.
	LOW RANGE	AVERAGE RANGE	HIGH RANGE

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Marker:

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STRENGTHS

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Positive aspects related to how you scored:

High Open Communication

VALUES

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- 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.

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.

High Positive Attitude

- You are optimistic and constantly believe you can win.
- You look for the good in others.

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- 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.

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.