

This report looks at the type of environment that you thrive in. When these variables are met, you stay motivated to develop your skills and compete with a winning attitude. Use this information to help you evaluate your performance development plans so that you optimize your time with your coach and trainers to help win your next competition.

Team Work



Get along, have fun, stay connected, common goals

You do your best work when you are connected with a team of people. The comradery of colleagues energizes you and provides a support structure that keeps you motivated to do your best. You are most effective when everyone gets along and is aligned around common goals. A fun environment where people like each other and may even spend time together after games or practice keeps you motivated to do your best.

Pace and Energy



Balance, intervals, recovery time, controlled speed

You'll respond well to practices and workouts that are reasonably demanding of your time and energy. However, it is important that you build in some amount of downtime for recovery. Ideally, though, you should do your best to see that you are not under constant pressure to perform, or that you are given too much "down-time": balance is the key to your ability to compete at your best and, if allowed to self-monitor, you'll know when you need which.

Competition and Rewards



Competitors, scoreboard, prizes, performance awards

Clarity on the rules of the game is important to you because you have a tremendous drive to win. You like having a way to keep score on your performance and expect that if you win, you should be rewarded in a tangible way. Money, trophies, performance targets, all unlock your competitive drive which causes you compete more intensely. Playing just for fun will not bring out your best performance. There should always be a prize that rewards your ability to win.

Giving Direction



Guidance, autonomy, balanced, outcomes

You respond best to those who are able to exercise a definite aura of expertise without becoming over-assertive or aggressive. You have what we call a "balanced" need, which means you can be effective with or without clear expectations for your performance. However, you do not respond well to coaches, staff or teammates who are extreme: those who are pushy or domineering on the one hand, or those who appear to lack the ability to take charge at all on the other.

Changing Conditions



Variety, surprises, new approaches, brevity

Variety in your workout routines and skill development will keep you engaged and prevents boredom. Surprises won't throw you but instead energize you as you see opportunity for something new or better. If things get too predictable you will lose energy because you thrive on frequent changes and find them stimulating. You could lose your ability to focus if you're dealing with things like lengthy team meetings, weather delays or too much routine. You can't concentrate if things are too predictable.

Individual Relationships



The truth, frankness, openness, Candid feedback

Candid feedback is incredibly important to you and you value people who don't try to sugar coat what they're saying. You find ambiguity in people's messages hard to understand as you don't really know what they mean and you don't like playing a guessing game to figure it out. Your focus is on the job you're trying to do and clear communication helps you get what you need to succeed. If someone is too evasive, even if it's just to show respect for you position, you may think they are trying to hide something. You don't take things personally so you work best when people to speak the truth with no filters

Personal Independence



Conventional rules, flexible supervision, security, manageable risk

A certain amount of original, creative, or innovative approaches to your sport can be stimulating for you, but it shouldn't go too far. You have insight into the way that most competitors think, and this means that you are simultaneously aware both of the importance of new strategies and also of the extent to which some people can be put off by an unconventional approach. For you, a balance of predictability and innovation in your practice and competition works best.

Details and Plans



Flexibility, unstructured, opportunistic, evolving

To develop your skills as an athlete you will do it best in an environment that doesn't expect you to follow routines, procedures or policies that someone else monitors. You function best when you don't have a detailed plan and get to figure out how you'll perform as you're in motion. Working from a pre-determined game plan or script will not work as you are at your best when you can improvise and decide what to do in the moment. Attention to detail, especially if it is routine, will take the energy out of you. Instead, adventure, surprises or unknown outcomes cause you to thrive.

Making Decisions



No Pressure, time, thorough consideration, caution

You don't play well when you are pressured to make fast decisions but instead relish coaches and other support staff that give you plenty of time to evaluate your options before committing to a decision. You value having plenty of lead time on significant decisions as it is important to you to make the right decision the first time. If you are in a decision making role, your best decisions will happen when you have time to sleep on it and the space to process all angles before being required to make a choice. It is important to think through a variety of scenarios you may encounter in competition so you have pre-determined decisions you can quickly commit to.