

MENTAL MRI



Mental Readiness Indicator™

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Assessments~~
Sample

Platform Taken On : PC

Date & Time Taken : 08.28.2016 10:42 PM (Eastern Time)

Assessment Duration : 98 Minutes

Your Sport Behavioral Report

You are a unique individual and part of what makes up your personality is your behavioral style. There is no right or wrong style. This is simply how you tend to behave and communicate with others on and off the field, court, or pitch.

Most misunderstandings between people are due to different behavioral styles not understanding **HOW** to communicate with each other. Learning how to recognize the style of others, and adapt your method of communication and interaction, will make you a better communicator.



Before you can understand how to interact with other people better, you first must understand your own behaviors. In your behavioral style report you will do just that.

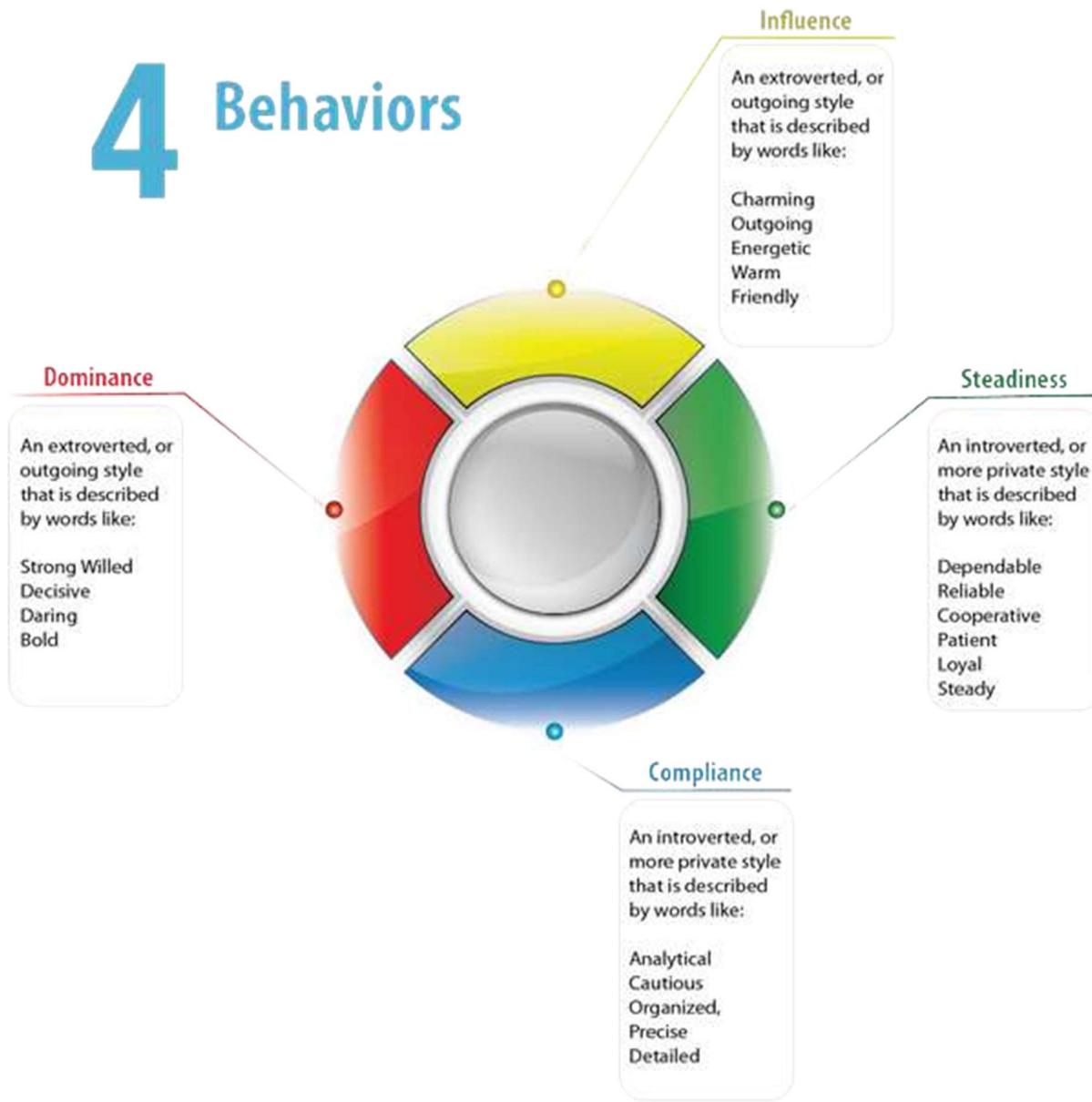
You may be wondering why there were 2 sets of questions for this assessment. This is because you may behave differently naturally (when you are at home or in a safe relaxed environment where you let your guard down) than you do when playing sports. So we measure **Natural and Sport Behaviors** and then look at the difference to see where you tend to adapt (change) your behavior.

Any big shifts from your natural behavior that are required by your sport may cause you stress. However, many people know what is required to be the best in their sport and can successfully adapt without stress. The ability to handle adapting your behavior depends on you. Understanding yourself is the key to managing the change with as little stress as possible, or finding a job that fits you better and complements your natural preferences.

Four Core Styles

Behaviors are divided into four core styles, each having a distinct difference. Rest assured that we are not saying there are only four types of people. Your style is made up of a combination of the four styles, and your report is based on your specific combination to give an interpretation for your unique behavioral style.

4 Behaviors



Your report is divided into 3 sections

YOUR STYLES COMPARED: Your **Natural Style** compared to your **Sport Style** which allows you to see where you are adapting, and the amount of that shift.

YOUR NATURAL STYLE: Detailed information about your **Natural Style**.

YOUR SPORT STYLE: Detailed information about your **Sport Style**.

Your Styles Compared

Your Natural Style

This is how you prefer to behave or communicate when you are in your natural surroundings (at home, with family or friends). That does not mean that you do not experience stress and react to it, it means this is how you normally behave when not required to act a different way (by your coach, because of rules....).

Your Dominance score is



Your Influence score is



Your Steadiness score is



Your Compliance score is



Your Sport Style

This is how you behave or communicate when you are practicing or playing your sport. You may behave and communicate the same as your natural style, which may put less stress on you, or your sport may require you to behave in a much different way (focus on dominating an opponent, being a team player, or being very competitive and winning) and this may, or may not, cause you stress as you adapt to this style of behavior.

Your Dominance score is



Your Influence score is



Your Steadiness score is



Your Compliance score is



This page provides you with the degree of your behavioral adaptation Up or Down from your Natural style to your Sport style. Adapting either UP or Down in order to achieve expected results takes energy and focus.

CORE Behavioral Attribute	Natural	Sport	Adaptation
Dominance	7.6	9.5	1.9 UP
Compliance	4.8	3.3	1.5 DOWN

Influence	4.2	3.3	0.9 DOWN
Steadiness	3.4	3.8	0.4 UP
Behavioral Attribute	Natural	Sport	Adaptation
Detailed Analysis:	3.8	2.0	1.8 DOWN
Time Management:	5.8	4.3	1.5 DOWN
Competitive:	9.0	10.0	1.0 UP
Flexibility:	4.5	3.5	1.0 DOWN
Interacting with People:	6.0	5.0	1.0 DOWN
Organization:	4.8	3.8	1.0 DOWN
Pace:	7.5	8.5	1.0 UP
Collaborative Team Player:	1.9	1.3	0.6 DOWN
Focused on Other's Needs:	5.5	5.2	0.3 DOWN
Multitasking:	5.8	6.0	0.2 UP

Your Natural Style

This is how you prefer to behave or communicate when you are in your natural surroundings (at home, with family or friends).



Natural Style

These are your natural style characteristics based on your blend of each of the 4 behaviors.

- You may come across as impatient with others.
- You like your information to be direct, forthright and to the point without too many details.

- You do not mind constantly changing goals and objectives, and probably enjoy the challenge.
- You are very decisive, which at times may cause you to make a decision without all of the facts, details or examining the possible negative outcomes.
- You tend to be a risk taker.
- You are demanding of others, and expect your directives be done.
- You have a great sense of urgency to get things done.
- You might have difficulty finishing a project before moving to the next.
- You are competitive and like a good challenge.
- You do not mind confrontation or a good argument.
- You are an independent problem solver.
- You do not mind taking on many projects or multitasking.

Your Style Strengths

What are some success key words that best describe your style?

- Fast-paced performer
- Decisive
- Competitive
- Leading others
- Problem-solver

Potential Pitfalls of Overextension

A strength can become a weakness if overused. Here are some areas that you should be aware of.

- You may let your competitiveness get the better of you. It is okay to be the winner, but do not ruin relationships in the process. By showing respect and tact other people will root you on and applauding your victory, instead of trying to undermine you.
- Your desire to lead and drive others may cause you to overstep your bounds, resulting in others feeling resentment, detachment, or that they are not a part of your team. Learn to be a better listener, collaborative teammate, family member and friend. By working with others, and drawing upon their talents and skills, you will achieve much more.
- Your quick decision making makes you very action oriented, but if you do not take the time to analyze the facts, you may make poor decisions. Slow down on critical decisions and take the time necessary to weigh your options and decide on the best plan of action.

Potential Fears

What are some things that can cause you concern?

- Being defeated
- Losing control

Your Preferred Environment

What type of environment(s) would suit your behavioral style best?

- Where there is a focus on results
- Where drive and determination are rewarded
- Where you can be challenged daily
- Where there are opportunities to win
- Where there is an opportunity to lead others
- Where quick reaction and decision-making count most
- Where it is encouraged to be outspoken and opinionated
- Where it is fast-paced
- Where ambition is valued

Behavioral Motivators

What are some things based on your behavioral style that you enjoy?

- The opportunity to compete and win
- Being rewarded for results
- Being in control and a decision-maker
- Being given challenges

How You Would Like Others to Communicate with You

How do you respond best when interacting with others?

- Give you only the most relevant facts and data
- Listen to what you are saying before they start to speak
- Be considerate of your time (Do not waste it)

- Give you options and let you choose what to do
- Be direct and to the point

How Others Should NOT Communicate with You

These are ways that you do not appreciate being interacted with.

- Do not come to you unprepared or disorganized
- Do not give you ultimatums
- Do not act aggressive or hostile toward you
- Do not give you too many details beyond what is needed
- Do not get too personal with you at work or make small talk, stick to the business at hand

Under Stress You May Appear to Others as

Even though it may not be your intention, under stress or pressure you may be perceived by others this way.

- Very argumentative
- Too demanding
- Insensitive
- Pushy and forceful
- Aggressive
- Overly competitive
- Ready for a fight
- Overly reactive
- Angry

What You Can Do to Improve Your Interactions with Others by Adapting to Their Style

By adapting to others when communicating you can have more success.

- (High I) Make small talk to make a more personal connection
- (All Styles) Listen to their point of view before making a decision
- (High S) Give extra time to adapt to changing priorities and tasks
- (High C) Give details to support decisions

Core Natural Behaviors

In this section you can read the details of what your Core natural behavioral scores mean in detail.

Dominance

Are you strong-willed, confident, demanding or even aggressive?

Your Dominance score is

**7.6**

Dominance contributes confidence and drive to behavior. It is an extroverted style that can add the determination to win to your character.

A **high score** indicates you exhibit dominance in your behavioral style. You have drive, determination and a strong will. You may be assertive and quick to make decisions. Under stress you may be seen as argumentative or too aggressive.

Influence

Are you optimistic, out-going and able to inspire others?

Your Influence score is

**4.2**

An influencer communicates in a warm and charming way. People want to do things for them and enjoy being around them. They tend to be optimistic and fun-loving.

A **moderate-low score** indicates that you tend to be less focused on communicating with others in a warm and friendly manner. Your higher behavioral styles will have a stronger influence on your natural behavior (dominance, steadiness, compliance).

Steadiness

Do you like to follow an established routine?

Your Steadiness score is

**3.4**

This measures your preference toward being consistent in how you do things, being reluctant to change without "good" cause, and wanting to finish what you started before starting something else.

A **moderate-low score** indicates you are willing to change and do not mind dropping what you are working on to focus on something else. You may have less patience and may rush through things to get them done.

Compliance

Do you like to focus on the facts and follow the rules?



4.8

Your Compliance score is

This measures your preference for being analytical, compliant with rules and laws, and cautious when performing tasks so you do them correctly and safely.

A **moderate-low score** indicates that you are not typically focused on details, do not want to read a lot of facts and data, and do not mind going with your gut when making decisions. You may be focused on getting things done now rather than taking extra time to look for possible errors or gather more data. You may be seen by others as being disorganized or a rule bender.

Behavioral Attributes Related to Your Natural Style

In this section you can read the details for your behavioral attributes as they relate to your natural style.

Collaborative Team Player:

Are you focused on being a supportive team member?



1.9

This measures your preference toward working within a team as a dependable, supportive team player. As well as, working in a collaborative way and encouraging and helping the team members to maintain a cooperative relationship.

A **low score** indicates you are not a collaborative team player. You may have your own agenda on the team. To lead it or to play devil's advocate by throwing in lots of facts or counter opinions to what other team members say. You may be seen as disruptive or aggressive by your other team members and they may not enjoy being on a team with you.

Competitive:

Are you driven to win?

**9.0**

This measures your need to compete in life. A competitive person sees the chance to win at everything they do. They are driven by the sense of accomplishment and being the best.

A **high score** indicates you are very competitive in your actions. You strive to do better than others and be the “winner” even in the most routine things. You get a rush out of beating others, as well as outdoing your own past performances. For those other competitors who interact with you, it may be fun and challenging, or it could lead to some fighting. For those who are not competitive, they may get tired of you always turning everything into a challenge and needing to “win”.

Detailed Analysis:

Do you enjoy looking at the data and facts before making decisions?

**3.8**

This measures your preference toward looking at data or crunching numbers to support your ideas, arguments, or decisions.

A **moderate score** indicates you have the ability to conduct detailed analysis when needed, but also feel that when a quick decision is needed you can skip some of the analysis and make a decision faster.

Flexibility:

Are you able to adapt quickly to the demands in life while maintaining a positive attitude?

**4.5**

This measures your versatility and ability to be flexible as your life requires. When new tasks or projects arise can you drop what you are doing and switch gears while keeping a positive attitude.

A **moderate score** indicates you can be versatile and flexible when needed, but do enjoy working on a project until it is completed. Being asked to change gears may cause you some stress, especially if it happens a lot.

Focused on Other's Needs:

Are you focused on the needs of others?

**5.5**

This measures your ability to focus on what other people want or need. This may be family, friends or other people you meet in your life outside of work.

A **moderate score** indicates you are often able to listen to others and focus on their needs, communicate well with them, and support them effectively. However, when your schedule is overwhelming, or you are under pressure or stress, you may be short with them, fail to listen effectively, or do not provide the full level of support they need. This may make you appear cold and disconnected to them.

Interacting with People:

Do you prefer to talk and engage actively with others frequently?

**6.0**

This measures your preference toward frequent communication and interaction with others. On the phone, in person, text messaging or through email.

A **moderate score** indicates you do enjoy engaging and interacting with others, but usually keep the conversations focused and to a reasonable length of time. If you enjoy the person you are talking to you may have long social conversations. If you do not feel a strong connection to a person you will keep the conversation short and to the point.

Multitasking:

Do you enjoy taking on many tasks at once and frequent changes?

**5.8**

This measures your preference for doing many different tasks or activities throughout the day. You may be wearing a lot of different hats in life (roles), or may be required to change what you are working to work on a more pressing or urgent task.

A **moderate score** indicates you are able to multitask when needed, but it is not how you prefer to work. If you are asked to multitask too often you will start questioning the reason why and may get to a point where you feel "enough is enough".

Organization:

Do you tend to keep your home and living spaces clean and organized?

4.8

This measures your preference towards keeping your home and other living spaces (including your computer desktop), clean and organized. Keeping things in their proper place so that they are easy to find, and putting them away when you are done using them.

A **moderate score** indicates you feel there are times for sorting through things, but you may find it hard to find the time when you are busy. You may let things pile up or get disorganized and then periodically go through and clean and put things away. Others will notice when you have got through a cleaning mode, and when you are really busy and have not reached your threshold for clutter yet.

Pace:

Are you driven to get things done quickly?

7.5

This measures your ability to focus on what needs to be done and get it done fast.

A **high score** indicates you have a high sense of urgency to act quickly and focus on getting the job at hand done. You will not let things get in your way or be slowed down by others who do not see the urgency in solving problems, making decisions, or getting a project or task completed. You are highly motivated to get it done now!

Time Management:

Do you focus on managing your time?

5.8

This measures your natural ability to manage your time.

A **moderate score** indicates you like to be on time and use your time effectively, but that does not always happen. There are times when it just gets away from you or when you do not mind spending a little time doing something you enjoy.



Your Sport Style

This is how you behave or communicate when you are practicing or playing your sport. You may behave and communicate the same as your natural style, which may put less stress on you, or your sport may require you to behave in a much different way (focus on dominating an opponent, being a team player, or being very competitive and winning) and this may, or may not, cause you stress as you adapt to this style of behavior.

Sport Style

These are your sport style characteristics based on your blend of each of the 4 behaviors.

- You do not mind confrontation or a good argument.
- You like your information to be direct, forthright and to the point without too many details.
- You might have difficulty finishing a project before moving to the next.
- You tend to be a risk taker.
- You have a great sense of urgency to get things done.
- You may come across as impatient with others.
- You do not mind taking on many projects or multitasking.
- You are demanding of others, and expect your directives be done.
- You are very decisive, which at times may cause you to make a decision without all of the facts, details or examining the possible negative outcomes.
- You do not mind constantly changing goals and objectives, and probably enjoy the challenge.
- You are competitive and like a good challenge.
- You are an independent problem solver.

Core Sport Behaviors

In this section you can read the details of what your Core Sport behavioral scores mean in detail.

Dominance

Are you strong-willed and confident on the job?

9.5

Your Dominance score is

Dominance contributes confidence and drive to your behavior. It is an extroverted style that can add the determination to win and take risks when playing your game. Likewise, it can also help you in driving others to achieve desired goals.

A **high score** indicates you exhibit dominance in your sport behavioral style. You have drive, determination and a strong will to win. You want to dominate your opponents and you are assertive and quick to make decisions. Under stress you may be seen as stubborn or too aggressive.

Influence

Do you love to play just for the fun of it and have a great time with your teammates?

3.3

Your Influence score is

An influencer communicates in a warm and charming way. People want to do things for them and enjoy being around them. They tend to be optimistic, social and persuasive. They can change directions quickly and can inspire a team.

A **moderate-low score** indicates you tend to be less focused on communicating with others in a warm and friendly manner. Your higher behavioral styles will have a stronger influence on your sport behavior (dominance, steadiness, compliance).

Steadiness

Do you like to follow established game routines and play at your own pace?

3.8

Your Steadiness score is

This measures your preference toward being consistent in how you practice and play, being reluctant to change without "good" cause, and following the established game plan.

A **moderate-low score** indicates you are willing to change and do not mind dropping what you are working on to focus on something else. You may have less patience and may rush through things to get them done.

Compliance

Do you like to focus on playing the "perfect" game and focus on the details of good play?



3.3

Your Compliance score is

This measures your preference for being analytical, compliant with the rules of the game, and cautious when practicing and during a game so you do your best and don't make any errors.

A **moderate-low score** indicates you are not typically focused on details, do not want to read a lot of facts and stats, and do not mind going with your gut sometimes when making decisions. You may be focused on getting things done now rather than taking extra time to look for possible errors or gather more information. You may be seen by others as being disorganized or a rule bender.

Behavioral Attributes Related to Your Sport Style

In this section you can read the details for your behavioral attributes as they relate to your Sport style.

Collaborative Team Player:

Do you like to be a supportive member of a team?



1.3

This measures your preference toward playing on a team as a dependable, supportive team player, as well as, working in a collaborative way and encouraging and helping the team members to maintain a cooperative relationship.

A **low score** indicates you are not a collaborative team player. You may have your own agenda on the team and want to call the shots, or to play devil's advocate by throwing in lots of facts or counter opinions to what other team members say. You may be seen as disruptive or aggressive by others and they may not enjoy being on a team with you.

Competitive:

Are you a competitive player?



10.0

This measures your need to compete and win. A competitive person sees the chance to win at everything they do. They are driven by the sense of accomplishment and being the best.

A **high score** indicates you are very competitive in your actions. You strive to do better than others and be the “winner” even in the most routine things. You get a rush out of beating others, as well as, outdoing your own past performances. For those other competitors who interact with you, it may be fun and challenging, or it could lead to some fighting. For those who are not competitive, they may get tired of you always turning everything into a challenge and needing to “win”.

Detailed Analysis:

Do you enjoy looking at stats and facts before making decisions or to increase your sports knowledge?

**2.0**

This measures your preference toward looking at stats and information to support your ideas, arguments, or decisions.

A **low score** indicates you do not analyze stats and facts in detail. You skim over it or ask someone else to give you the highlights, then make your decision. You are not detail focused and may rely on other's opinions, or you might just go with your “gut”. Many may see you as not focused enough on the details and your judgment or decisions may be called into question.

Oftentimes, you do not have sufficient information and facts to support them.

Flexibility:

Are you able to adapt quickly to the changing demands of your sport while maintaining a positive attitude?

**3.5**

This measures your versatility and ability to be flexible as your sport requires. When given new direction can you drop what you are doing and switch gears while keeping a positive attitude?

A **moderate score** indicates you can be versatile and flexible when needed, but do enjoy sticking to the game plan. Being asked to change gears may cause you some stress, especially if it happens a lot.

Focused on Teammate's Needs:

Are you focused on your teammate's needs and actively listening to them?

**5.2**

This measures your ability to focus on other people, including your coach and teammates.

A **moderate score** indicates you are often able to listen to your teammate's and coaches needs, communicate well with them, and support them effectively. However, when you are overwhelmed with things you are working on, or you are under pressure or stress, you may be short with them, fail to listen effectively, or do not provide the full level of support they need. This may make you appear cold and disconnected to them.

Interacting with People:

Do you prefer to talk and communicate with other's frequently?



This measures your preference toward frequent communication with other people, including your coach, teammates, officials and fans. On the phone, in person, text messaging or through email.

A **moderate score** indicates you do enjoy interacting with others, but usually keep the conversations focused on the subject at hand, and to a reasonable length of time. However, there are times when you will keep a conversation or communication short and to the point.

Multitasking:

Do you enjoy taking on many work tasks at once and frequent changes?



This measures your preference for doing many different tasks or activities throughout the day. You may be required to wear many different hats, or to change what you are working on to focus on a more pressing or urgent task.

A **moderate score** indicates you are able to multitask when needed, but it is not how you prefer to play. If you are asked to multitask too often you will start questioning the reason why and may get to a point where you feel "enough is enough".

Organization:

Do you tend to be organized and tidy as it relates to your sport?



This measures your preference towards keeping your gear, equipment and locker clean and organized. Keeping things in their proper place so that they are easy to find and ready to use, and putting them away when you are done using them.

A **moderate score** indicates you feel there are times for organizing things, but you may find it hard to find the time when you are busy. You may let things pile up or get disorganized and then periodically go through and clean your gear, organize your locker and put things away. Others will notice when you go through a cleaning mode, or when you are really busy and have not reached your threshold for clutter yet.

Pace of Play:

Do you tend to prefer to play at a rapid pace and make decisions quickly?



This score measures how you process information to play at a quick pace.

A **high score** indicates you play with an intuitive sense of purpose and do not delay in making decisions during a game. You focus quickly at getting the job done. You may not take in all the necessary details of the situation to complete your decision, but you can live with it because of the urgency to move forward and continue playing quickly. You do not like to be slowed down by others and will try to push them to play at your same pace.

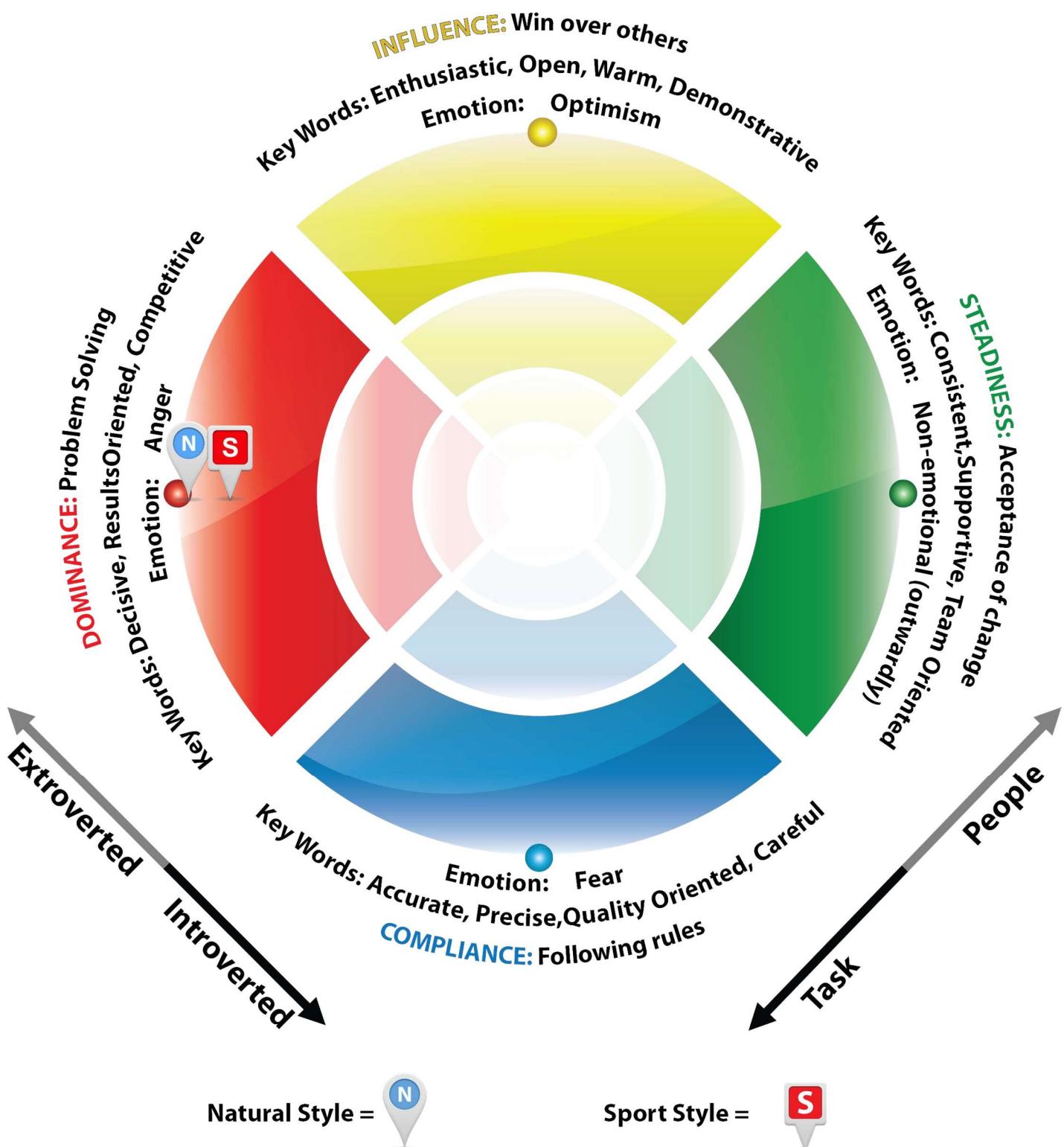
Time Management:

Do you focus on managing your time well when playing?



This measures your ability to manage your time at practice and during a game.

A **moderate score** indicates you try to be on time for pre-game warm ups, practice, etc...and try to use your time effectively. However, that does not always happen. There are instances when you may be less efficient in time management, or get sidetracked by other things.



Your Motivators Report

You are motivated in life by key preferred values (motivating factors) that make you a unique individual. Much of the time you do the things you do in life to satisfy these values. You may find that

these values are met through the things you do outside of work, or you may find satisfaction through your job directly. Often when you are not happy doing something it is because your motivators are not being met.

Understanding what motivates others in your life is also important, as it may help you get along with them better. You will find that when there are problems/challenges in a relationship, whether it is personal or professional, it is usually a result of a mismatch in motivators or values.



There are seven distinctly different preferred values (also known as motivators or drivers). Your top two or three motivators will tend to be those that most influence your life choices, decisions and actions.

7 Motivators

Knowledge & Discovery

The value of gaining knowledge on specific topics, and/or general knowledge and understanding.

Peace & Harmony

The value of finding balance and harmony within one's self, as well as within the world.

Helping Others

The value of helping an individual, and/or helping a group of people or a larger social cause.

Leadership

The value of leading yourself to success or recognition, and/or leading a group of other people toward achieving goals.

Return on Investment

The value of gaining or saving money, and/or a good return on an investment of your time and energy.

Aesthetic

The value of your personal aesthetics or form, and/or the aesthetics or beauty in the world around you.

Guiding Principles

The value of following your own belief system, traditional values, and/or ethics and laws of society.

Your report is divided into 2 sections:

Section 1: Shows your value of all seven preferred values (motivating factors) graphically.

Section 2: Gives you specific information about how you value each of the seven motivators.

Your Motivators Compared

Motivating Factors

The following is a list comparing your motivating factors. Look for your highest 2 or 3 scores. These are your top drivers and have the most influence on your actions. You will strive to find things in your life that will satisfy your desires and needs in these areas. These may be met by your job, or you may seek to satisfy them in some other aspect of your life.

Your Aesthetics score is

Your Preference: Aesthetics and beauty in the world (art, nature, people)

Your Guiding Principles score is

Your Preference: My personal belief system (philosophical, religious, spiritual)

Your Helping Others score is

Your Preference: Helping many people through large causes

Your Knowledge and Discovery score is

Your Preference: Knowledge and learning in a specific area of interest

Your Leadership score is

Your Preference: Leading myself to be the best

Your Peace and Harmony score is

Your Preference: Having or creating peace and harmony within myself

Your Return on Investment score is

Your Preference: Getting a good return on my investment of time or energy

Motivating Factors



The following provides detailed information about each of the motivating factors.

Each of these drivers has two different aspects, and you may be drawn toward one or both in your life. In addition, motivators that are not of value to you may be the strongest drivers for others. By understanding their point of view in relation to yours, you will be able to better relate to one another.

Aesthetics:

Are you motivated by physical aesthetics in yourself, others, art or nature?



4.0

Aesthetics can come from the desire and appreciation of one's own looks and physical form, and/or the appreciation of beauty in the world around you. This could be the enjoyment of fine arts, craftsmanship, music, dance, the human form, or beauty in nature.

You have a **moderate score** on aesthetics that comes primarily from your value of the beauty in the world around you. This could be in the form of works of arts, music, performing arts, or the beauty in nature. There may be times where you really see the beauty in the world around you, and other times you may focus on one of your other motivators.

Strengths

- Appreciation of beauty
- Appreciation for the beauty of nature
- An eye for the visual aspects of marketing
- Creativity
- An eye for design
- Appreciation for art and music

Potential Fears

- Not being able to experience or create works of art
- Pollution and destruction of places of beauty
- Working in a bland environment, devoid of beauty

Preferred Work Environment

- Where your surroundings are beautiful and you're allowed to add your own decorative flair to your work space
- Where creativity and an aesthetic eye is appreciated and even rewarded
- Where people listen to your thoughts and opinions on design, color, and form

Motivation and Rewards

- Being rewarded for creative input on projects and products
- Being given the opportunity to utilize their aesthetic value on the job
- Being allowed flexibility and self-expression on work output
- Being rewarded with a trip or tickets to see something of beauty (nature, art, architecture, movie, etc).

Potential Pitfall of an Overextension

- You may spend too much time focusing on form and not enough time focusing on function.
Both are equally important.

Value to a Team

- Able to present fresh perspectives because you utilize the right side of your brain to tap into your aesthetic creativity
- Focuses on marketability and aesthetic values rather than just functionality and practicality
- Able to assess and understand the importance of aesthetic user interfaces, products, and marketing materials to improve the customer experience and perception

Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)

- During the development process, give plenty of opportunities to be creative and self expressive.
- Add graphics and an aesthetic user interface in your training and development materials.
It will be appreciated.

Guiding Principles:

Do you follow a system of living which includes ethical principles and beliefs?



Guiding principles can come from a strong personal belief system which could be founded in spiritual or philosophical beliefs, and/or a strong set of principles such as ethics, integrity, and obeying the laws of society.

You have a **moderate score** on guiding principles. This primarily comes from your own personal belief system that may be grounded in religious, spiritual, or philosophical beliefs. This is a system of living that you believe very strongly in and follow in your daily life. This may not be your highest motivators, but it is important to your life.

Strengths

- Principled
- Strong moral values
- Disciplined
- Ethical
- Maintains integrity and adheres to beliefs and values
- Follows a system of living

Potential Fears

- Having your beliefs questioned
- Being asked to do something unethical
- Being surrounded by unethical or immoral people

Preferred Work Environment

- Where ethics and integrity are rewarded and highly valued
- Where the majority share the same code of conduct and principles
- One that is free from prejudice and supports a person's right to their own beliefs

Motivation and Rewards

- Give recognition for adhering to a high level of standards
- Give incentives and rewards for maintaining an attention to detail and following rules and procedures

Potential Pitfall of an Overextension

While you feel that your code of conduct and beliefs are how one should live their life, it is important to respect other people's right to follow their own belief system and you should not impose or preach your system of living to others unless they directly ask you to do so.

Value to a Team

- A high level of ethical and moral principles ensure integrity and compliance
- An eye for quality control and adherence to high standards
- Focuses on complying with rules, regulations as well as maintaining ethical standards

Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)

- When possible tie learning objectives and outcomes back to this person's personal philosophies and values.
 - Give detailed written plans of goals and objectives and give them time to read and approve of the process and methodology.
-

Helping Others:

Do you like to take up a cause and make a difference by helping other people?

5.7

Helping others can come from your desire to help individuals in need on a personal basis and/or groups through a larger social cause. You may choose to do this through financial means, direct actions, or assisting a larger organization's efforts.

You have a **moderate score** on helping others. This primarily comes from your enjoyment of helping larger groups of people, like feeding the hungry, helping the homeless, helping abused women, or other forms of caring. You may help through donating money, your time, or your knowledge and insight into the situation and possible solutions. This may not be your main focus, or motivator, but it is something that is important to you.

Strengths

- Supportive
- Empathetic
- Socially motivated
- Altruistic
- Caring

Potential Fears

- Letting someone down
- Not making a difference
- Being surrounded by others who don't care

Preferred Work Environment

- Where there are rewards for making a difference in other people's lives
- Where there is a culture of caring
- Where the organization is socially active and supports the community

Motivation and Rewards

- Support outside activities, such as sponsorship or personal time to allow for supporting outside social causes
- Give the opportunity to become a trainer or coach to others

Potential Pitfall of an Overextension

It is possible to focus so heavily on helping others that a person fails to focus on their own key accountabilities and their own performance may suffer as a result.

- While helping others can create a great sense of accomplishment, if that help is unwanted or unappreciated then it can result in an energy drain which can affect a person's morale, as well as their mental and physical health.

Value to a Team

- Focuses on the need for training and development
- Supportive team member
- Focuses on the social responsibilities of the company, and its products and services

Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)

- Offer train the trainer development opportunities.
 - Relate professional development and training towards the application of helping others on and off the job.
-

Knowledge and Discovery:

Are you driven to learn and understand the world around you or specific areas that interest you?

7.7

Knowledge and discovery can come from the desire to understand the world in general and how it works and/or to learn and understand specific topics you enjoy. You may read the newspaper, watch the news, or search the Internet to grasp in general what is going on in the world or you may spend hours researching the latest information in an area you are most passionate about.

You have a **high score** on knowledge and discovery. This primarily comes from your drive to understand areas or subjects that interest you most. You will seek out other experts on the subject, or you may even experiment or research those areas to discover new information, thus becoming the leading expert.

Strengths

- Continuous learner
- Theoretical
- Wants to know how and understand why
- Focused on data and facts
- Fact checker
- Logical thinker

Potential Fears

- Not having access to information
- Being given wrong information
- Not being given time to learn or understand
- Having to act or make decisions without understanding the relevant facts

Preferred Work Environment

- Where knowledge and innovation is rewarded
- Where opportunities for continuous learning are provided
- Where there is open communication and a flow of information
- Where time is given to study data and relevant facts before making decisions

Motivation and Rewards

- Recognition and rewards based on knowledge, understanding and innovation

- Opportunities to be the go to person, expert or guru
- Continuous learning opportunities, including tuition reimbursement

Potential Pitfall of an Overextension

- If you continually correct others and point out their mistakes, especially if it is not your job to do so, it may affect your personal and work relationships.
- By continuously studying a topic without ever taking action because you are always looking for additional viewpoints or information rather than making a decision and moving forward.

Value to a Team

- Analyzes data to offer decision options and risk analysis
- Focuses on accuracy and fact checking
- Follows a logical thought process
- Innovative and knowledgeable
- Will study the market, competition, historical data and methodologies and offer insights

Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)

- Recommend additional online resources and books for additional study
- Provide detailed information as well as background and theories that pertain to development and on-the-job education.
- Be logical in structuring development programs and training courses

Leadership:

Do you want to lead others or yourself to success?



Leadership can come from a desire to be in control, have personal success, and/or to lead a group to success for the good of the group. When combined with your other top values, it means you want to be the best in that area. You may want to be a top business leader, a knowledge leader, or a guru.

You have a **moderate score** on leadership. This primarily comes from your motivation to be successful. You will tend to make choices that advance you to the status of the top leader or expert in your areas of interest. This could be in business, your profession, and your personal life. When you are forced to decide between your own personal success and the success of others, you will choose you. Leadership may not be your main focus or motivator, but it is important to you.

Strengths

- Self-starter
- Independent
- Being able to lead yourself to be the best
- Personal accountability
- Desire for power and control
- Take charge
- Strategic

Potential Fears

- Losing control
- Lack of authority
- Failure
- Loss of power
- Not achieving status, recognition or respect

Preferred Work Environment

- Where there are rewards and recognition for a job well done
- Where there are many opportunities for advancement
- Where there are rewards for being the go to person
- Where you are free to make your own decisions

Motivation and Rewards

- Reward for creativity and independence
- Being promoted, given a higher title, and publicly recognized for a job well done
- Where you are free to make your own decisions

Potential Pitfall of an Overextension

- It is possible when being highly focused on leading yourself to be the best to have a personal agenda when involved in team efforts or to even be tempted to take credit for other people's work.
- Having power, influence and authority can lead to an abuse of that power. It requires restraint and self-control to ensure that does not happen.

Value to a Team

- Will want to be a "go to" person and subject matter expert on the team

- Thinks strategically and sees the “big picture”
- Provides leadership to a team to keep everyone moving in the same direction
- Focuses on the strategic goals and objectives of the organization

Developing, Coaching and Mentoring (Notes for your manager, trainer or coach)

- Give general objectives and allow the opportunity to interpret assignments and projects independently as well as use creativity and resourcefulness in completing goals and objectives.
- Allow flexibility and experimentation during the training and development process.
- Identify career development paths and advancement opportunities
- Allow plenty of time for you to voice your opinions in the decision-making process.

Peace and Harmony:

Are you motivated to maintain or find peace and harmony in yourself and/or the world around you?



Peace and harmony can come from either a desire to find inner peace and/or peace and harmony in the outside world. You may do this through self-reflection, meditation, projecting a positive attitude, or direct interaction and communications.

You have a **low score** on peace and harmony. This indicates that you are not driven by finding or maintaining inner peace in yourself or peace and harmony in the world around you. You may just accept any inner turmoil, or disharmony in the world around you as normal.

Return on Investment:

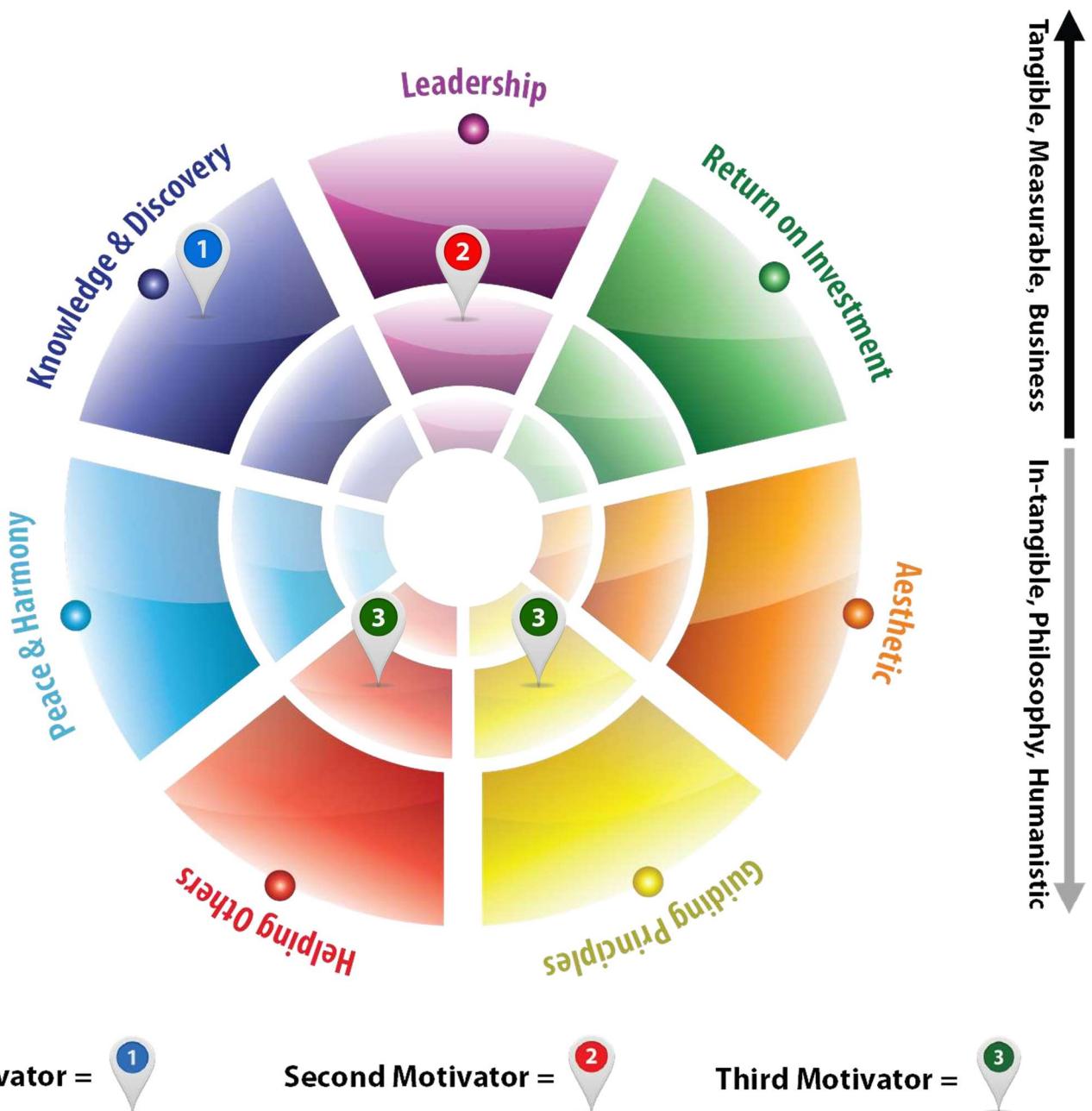
Are you motivated to gain a return on your investment of time or efforts or are you driven by financial returns?



3.0

Return on investment can come from the desire to make/save money and/ or it can be the desire to receive your interpretation of a “good” return on the investment of your time and efforts.

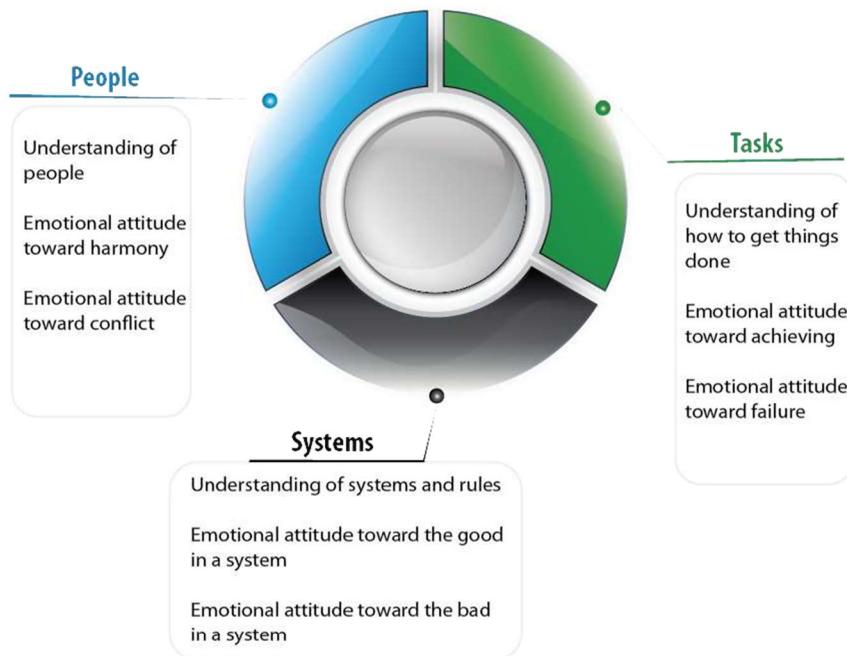
You have a **low score** in return on investment. This indicates you are not driven by financial gains or a need to see a return on investment of your time and energy spent with people or on tasks. You are motivated by other things such as helping others, a belief in doing the right thing, or one of your other motivators.



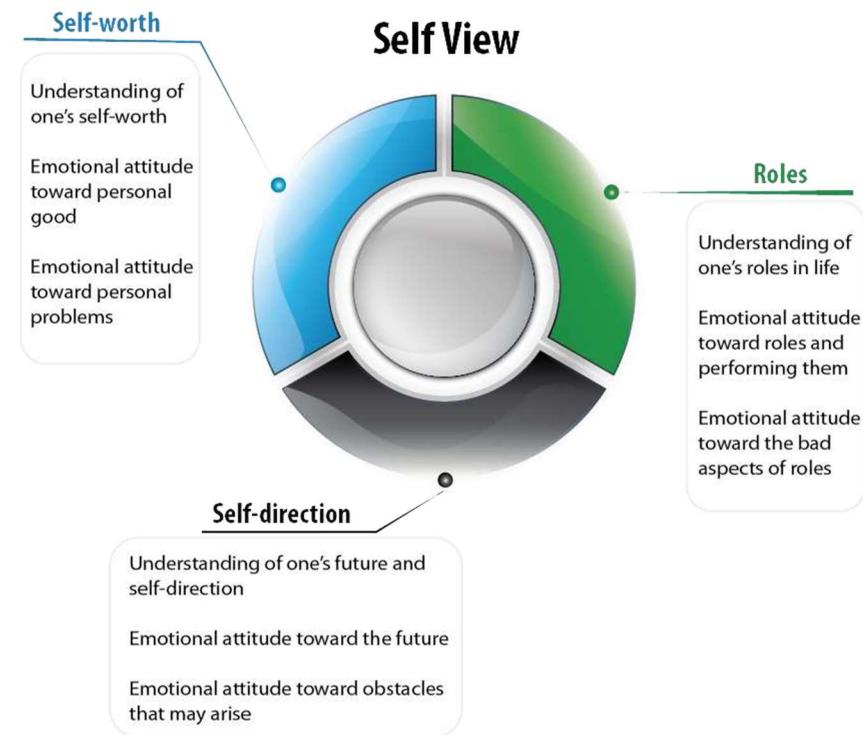
6 Cognitive Dimensions

12 Emotional Intelligence Factors

World View



Self View



Attribute	Reliability : 0.878 : 0.96	Score
Game View		
1. Understanding What it Takes to Win:		8.0
2. Controls Emotions During the Game:		7.0
4. Team Harmony Attitude	Under-Valued	
5. Team Conflict Attitude	Neutral	
6. Understands Mechanics and Tactics		6.6
7. Technical Success Attitude	Under-Valued	
8. Technical Breakdown Attitude	Under-Valued	
9. Understands the Big Picture		8.7
10. Compliance Attitude	Over-Valued	
11. Defiance Attitude	Over-Valued	
Understands Relationships with Teammates and Coaches:		
Self View		

My Self		
My Roles		
My Future		
Becoming		
Achieving		
Being		

12. Freedom to Play Big: 8.8
 13. Emotional Self Control: 9.3
14. Baseball Self-worth: 9.0

15. Inner Drive: **Neutral**

16. Personal Problems: **Under-Valued**

17. Present Performance: **8.2**

18. Playing Big: **Under-Valued**

19. Performance Problems: **Over-Valued**

20. Confidence in Future Success: **9.2**

21. Attitude toward Persistence: **Over-Valued**

22. Attitude toward Personal Setbacks: **Neutral**

Attribute	<i>Reliability : 0.878 : 0.96</i>	Score
COMBINED		
23. Coachability: 8.2		
24. Competitive Fire:		7.9
25. Concentration:		8.0
26. Decision-making Ability:		8.1
27. Focus:		7.5
28. Game Intelligence:		7.5
29. Instincts:		7.8
30. Mental Toughness:		9.9
31. Mindset:		8.3
32. Self-confidence:		8.8
33. Self-discipline:		8.7
34. Self-knowledge:		9.4
35. Self-motivation/Desire:		9.2
36. Team Player:		5.9
37. Stress -Tension Indicator		HIGH INTERNAL

38. Stress -Resistance

HIGH

Attribute	Reliability : 0.878 : 0.96	Score
ATTRIBUTE SCORES FROM HIGHEST TO LOWEST		
Mental Toughness:		9.9
Self-knowledge:		9.4
Emotional Self Control:		9.3
Confidence in Future Success:		9.2
Self-motivation/Desire:		9.2
Baseball Self-worth:		9.0
Freedom to Play Big:		8.8
Self-confidence:		8.8
Self-discipline:		8.7
Understands the Big Picture:		8.7
Understands Relationships with Teammates and Coaches:		8.6
Mindset:		8.3
Coachability:		8.2
Present Performance:		8.2
Decision-making Ability:		8.1
Concentration:		8.0
Understanding What it Takes to Win:		8.0
Competitive Fire:		7.9
Instincts:		7.8
Focus:		7.5
Game Intelligence:		7.5
Controls Emotions During the Game:		7.0
Understands Mechanics and Tactics:		6.6
Team Player:		5.9

Game View

The Game View includes everything that is outside of you. These include things like your teammates, your coaches, the field, and the rules and strategies of the game.

1. Understanding What it Takes to Win:

How well do you grasp the “outside of you” elements that determine success in baseball?

8.0

This is the first of two hugely important scores to your baseball career. This is the “Outside of You” score – a sum of all the elements presented in Part 1 of this report. It tells you how well you understand what is needed for you to succeed in baseball. It is a general measure of your ability to see what is happening on the field and identify and accurately judge what’s really important. This score reveals how well you understand what the game of baseball is actually all about.

A **high score** indicates a clear and definite understanding of baseball, and knowing what it takes to win. You pick up the “little details” that make a big difference in the outcome of the game. This gives you a big advantage over most players. You see things they don’t see, and you pay attention to the things that actually are the most valuable!

2. Controls Emotions During the Game:

How well do you maintain emotional control under stress during a baseball game?

7.0

This score reflects what coaches and teammates are likely to see in you when the pressure is on and the game is on the line. Regardless of your emotional state on the inside, do you appear to keep your head clear and make good decisions, or get rattled and perform poorly? The higher your score, the more of a “clutch” player you are.

A **high score** indicates you generally stay calm, cool and collected when the heat is on. You’re likely seen as a “clutch” player your team wants to have hitting or pitching when the game is on the line. One note of caution: your score also suggests you may not consistently or appropriately vent your

feelings, preferring instead to keep them inside. Be on the lookout for that. Perhaps do some journaling about your feelings to express and reflect on what's going on inside you, for your own sake.

3. Understands Relationships with Teammates and Coaches:

How well do you understand the roles and importance of teammates, trainers and coaches? Do you see the importance your relationships with others play in your baseball success?



8.6

This score measures your mental clarity regarding the importance of other players in any team effort and how players, coaches and trainers interface to make the game of baseball. Of course you know they're all important, but players differ in the value they place on their relationships with teammates, coaches and trainers. This has a huge impact on what you choose to do and how you play. It also affects how your teammates relate to you. Do you give them positive energy or do you take it away? This is something they pick up from you but are unlikely to tell you.

A **high score** indicates you understand and value the contributions of others, and you know how important it is to strive to be the best. You get how important others are to the team and your success. Your tendency is to be sensitive to and supportive of other players and their position or role in the game. This gives you the ability to be a good teammate – you can contribute to the positive “vibes” of the team.

*Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.*

4. Team Harmony Attitude:

How much energy do you put into creating a positive team environment?



UV

This score measures your attitude toward effective, positive relationships with other game participants. It shows how engaged you are with your teammates, how well you get along with them, and how aware you are of the importance of having good relationships. In short, what kind of a teammate are you? Are you “all in” and a positive contributor to team chemistry? Or do you drain energy from the team?

An **under-valued attitude** indicates varying degrees of independence or emotional distance from other players, passive engagement, and in some cases, fear, reluctance or resistance to working closely with coaches and teammates.

Your undervalued attitude here is not a big deal. You have the capacity to contribute greatly to team harmony, but for some reason right now you are not fully utilizing that capacity. You may currently be overly focused on game mechanics or results; or you may be feeling pressured or stressed. Keep in mind that many professionals choose to keep an emotional distance from teammates, to better maintain objectivity and control. When you are ready, you will quickly resolve any problems or obstacles you may be facing in this area and move ahead.

5. Team Conflict Attitude:

How do you handle it when teammates make mistakes or drag the team down with negativity?



Get a team of guys together doing something they are passionate about and there WILL be conflict. This score measures your attitude toward conflict with other players. Are you aggressive or passive toward teammates when they do something you don't like, or makes mistakes on or off the field? This score reveals how you are most likely to handle it.

A **neutral attitude** shows you have a balanced and accurate view of actual and potential "harm" done by others. Players with this score see and judge others' faults and shortcomings realistically and fairly. You are clearly aware that personal criticism and blame directed at others could be counter-productive, and you generally try to engage them in a fair way that makes your point while preserving the relationship and their confidence. Yours is the best place to be on this one.

6. Understands Mechanics and Tactics:

How well do you grasp the fundamental actions of winning baseball, like how to swing the bat, how to pitch, and how to execute the fundamental actions of the game?



Do you see and understand what actions must be taken to win? This score reveals your mental grasp of tangible, observable game realities, like what causes what, and what you physically have to do to succeed. We're talking about the visible mechanics and execution of baseball hitting, pitching, and playing defense. If you were a robot and your coach could program you to make the "right" baseball actions, how would he program you to do these things? The higher your score, the better "programmed" you are for successful baseball performance.

A **moderate score** indicates you generally know what to do or how to play in a given baseball game or context, but you may occasionally take things for granted, overlook certain details, or get impatient with the process, not always maintaining poise when the pressure gets high. You have a solid grasp of the details of execution of the "little things"; can see what it takes to win and believe winning is important, but you may not be a big "student of the game," always looking for that extra edge. You

have a good understanding of individual and team mechanics (who should do what and when), but there's more for you to understand about the "tactics" of success in baseball. Sort of like getting a B or B+ in school. You are not likely to be a consistent "over-achiever."

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

7. Technical Success Attitude:

How well do you thrive in a baseball team setting? How much energy do you put toward team success?

UV

Do you focus on doing things right, or do you focus more on errors and mistakes and avoiding them? Baseball coaches typically put a great deal of emphasis on developing effective pitching, hitting, and defensive mechanics. Mechanics are very important, but like almost everything you can put too much, too little, or "just the right" focus on them. This score also shows how you relate to your team's execution successes and failures. It reflects the degree to which you are engaged in team play and the technical flow of the game.

An **under-valued attitude** suggests you do not pay enough attention to doing things right mechanically. You likely do not put much energy into improving game mechanics, and your performance may suffer because of it. Teamwise, you are not highly invested in seeing that the team does things "right" and may lack trust in your teammates' ability to execute. You may be uncomfortable with established baseball routines or take the success aspects for granted. You may think you already know and understand all the mechanics of the game, or, you may simply need more training and practice to better learn and internalize the details of what it takes to achieve good execution and performance.

8. Technical Breakdown Attitude:

What is your attitude toward mechanical flaws and mistakes? What is your response to your teammates when "bad" things happen?

UV

This score reflects your attitude and response to the many setbacks and problems a baseball player and team experience. It shows how you relate to your team during losses and adversity.

An **under-valued attitude** shows you have a tendency to ignore or overlook mechanical or technical errors in games. You judge "bad" things that happen in a game, as less bad than they really are,

technical and performance problems or failures more than you should. In your mind, ugly plays, missed catches, losses, injuries, strike-outs, and choking or reacting emotionally are all a routine part of the game and are to be accepted as such. In some situations, this could mean you are currently not actively involved in the game – as in you are not a starter and feel you do not contribute to any team failure.

9. Understands the Big Picture:

How well do you understand baseball strategy and the “big picture” of what it takes to win in baseball? How well do you understand the discipline and demands of baseball?



8.7

This dimension is about “what’s what” in baseball in terms of how the game is organized: the rules and the strategies and the plans and purpose for each. It involves the standards, principles, organization, policies, rules, and all elements establishing discipline, structure, and order. In other words, do you see the “big systems picture” of how everything fits together for success in baseball?

A **high score** indicates you get it. You are dedicated to high standards and principles, game knowledge, and clear understanding of game rules and purpose. As a result you likely have good, productive relationships with authority figures, such as coaches, trainers and umpires.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

10. Compliance Attitude:

How cooperative and respectful are you toward coaches, umpire decisions and game or team rules?



OV

This score measures your attitude toward the benefits of respecting and obeying authority. Do you think it is helpful to be “coachable,” respectful of umpires, and do what your trainers tell you to do?

An **over-valued attitude** shows you have great respect for authority. You are likely fiercely loyal, cooperative, and rely on the game strategy and rules that coaches and team leaders set. You also tend to accept umpire rulings and decisions.

You have a deep love for the game, as well as intense devotion and dedication to high game standards and principles, and even if you disagree or a bad call is made, you will respect umpire rulings and go along with their decisions. You may be somewhat rigid

and perfectionistic about adhering to rules and routines, feeling discomfort when “order” is not present. It is of course necessary for players to follow rules for a team to be successful, but you may be a bit stiff about it.

11. Defiance Attitude:

How do you feel when decisions are made by coaches, umpires and other authorities that you disagree with? Do you fight back, ignore it, or let it go?

OV

When you sign up to play a team sport you give authorities a LOT of power. Like it or not, your coach makes the team decisions and rules and the umpire makes the calls on the field. As you already know, they will often make decisions you do not agree with. The mature player handles this in a balanced way. They are not overly “defiant” (meaning pushing back aggressively like a rebel). On the other hand they are not overly passive (laying down and just “taking it”). This score reveals your attitude toward decisions you do not like and other breakdowns in team systems.

An **over-valued attitude** indicates you tend to magnify and spend too much energy on negative things, with the tendency to over-react to systems breakdowns. You are likely actively engaged in pointing out any deficiencies you see in game authority figures and systems, including umpires (bad calls, not backing up a base, loss of mental focus, etc.). You may be super critical of players who “cheat” or break the rules, as well as coaches and trainers who make mistakes, bad decisions, or who may not live up to your expectations. You may also be disgusted or fed up with all the daily demands of practice, and the discipline it takes to fulfill all the requirements of the game.

Self View



The Self View is everything that happens inside of you, your Inner World. This includes things like your confidence, mental toughness, values, beliefs, desires, thoughts, and feelings.

12. Freedom to Play Big:

How willing and able are you to DO what it takes to win in baseball?

8.8

This is the second of the two most important scores in this report. It is your summary score for the part of baseball that is happening "Inside of You." The higher your score, the stronger your motivation, confidence, mental toughness and self-esteem are likely to be. The higher your score, the more skilled you are at managing the emotions that come with the ups and downs of baseball. The higher your score the more clearly you can see yourself succeeding. The lower your score, the more you are getting in your own way. Your way of thinking and seeing yourself in the game could be putting up internal road blocks, and those blocks are keeping your talent from showing up on the field. If you have dreams of playing at higher levels, a strong score here is vital.

A **high score** indicates you are willing and able to do what it takes to succeed in baseball. You have high levels of self-confidence, emotional control, motivation, self-worth, and role clarity. Your mental game is a big advantage for you. You are likely able to consistently access your talent (as opposed to having your natural and trained abilities choked off by fears and doubts) and Play Big.

This is also good news for you in your life off the field.

13. Emotional Self Control:

How well do you handle and respond to baseball or game stressors that directly affect you on and off the field?



9.3

This score measures how well you handle the stresses of everyday life as a baseball player. If you have emotional self-control you have the ability to manage your emotions well, staying cool and collected when confronted with personal or game problems. Do you respond to problems in a calm, rational manner or, do you fly off the handle and react emotionally?

A **high score** indicates you have the ability to remain calm and objective in high stress game situations, especially those involving changes or challenges to your position or standing on the team. You also likely handle the stresses of daily life off the field well.

14. Baseball Self-worth:

How well do you understand the value you bring to baseball as a unique individual – apart from your stats?



9.0

This score measures the degree to which you value yourself as a unique and special individual. Your self-worth is a hugely important factor in your baseball success and enjoyment. When players have a low sense of self-worth, that is, when they do not think highly of themselves as people apart from their baseball performance, they put enormous pressure on themselves to succeed. They link their results on the field to their value as a person. Since failure is such a normal part of baseball, they tend to feel bad about themselves much of the time. They live in fear of failure. Fear causes tension and distraction which lead to bad performance: They attract the very thing they fear.

A **high score** indicates you have a strong, clear understanding of your value as an individual. You know you are unique and irreplaceable and you do not define yourself only through what you can accomplish and achieve in baseball. You have faith in yourself and your baseball potential, and understand your strengths and weaknesses very well. You have developed a strong comfort level and feel at home on the field, and you enjoy just being yourself. This frees you to access your physical talents and skills to play to your potential.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

15. Inner Drive:

Do you have the inner drive to improve and get better as a baseball player?



How bad do you want it? This score reflects your inner drive to achieve your potential. It tells you, at the subconscious level, the degree to which you desire to tap into your baseball potential and bring it into reality. It measures the quality of your internal motivation.

A **neutral attitude** indicates you have a healthy, objective view of the actual potential you have. You clearly understand your strengths and weaknesses, but you do not feel you have fully arrived yet and want to develop more of your potential. However, there are times when you demonstrate varying degrees of self-satisfaction, especially after making a great play, or winning a tough game. Sometimes your faith in yourself is strong and unshakeable, and at other times, you may question your current level of development, and feel a strong inner drive to further improve.

16. Personal Problems:

What is your attitude about personal problems or barriers to baseball excellence?



This score reflects your attitude toward personal problems or obstacles that may stand in your way to achieving higher levels of success in baseball.

An **under-valued** attitude indicates you feel you do not have many, if any, internal problems or deficiencies to overcome. If you have this attitude, you are essentially saying you are ready for any challenge or obstacle that comes your way, and you have nothing to be ashamed of or unhappy about.

17. Present Performance:

What is going on for you right now in your performance and your “fit” with your current team? Are you able to play one pitch at a time? Are you “all in” with the team and your role on it?

**8.2**

Success in baseball requires you be fully focused on one pitch at a time. Your performance suffers when your mind drifts to what happened on a previous pitch or what might happen on a future pitch. This score measures your freedom to play the game one pitch at a time right now. It also measures the degree to which you are getting personal fulfillment from your position in the game, as well as your sense that you are at the right position for you. A high score suggests strong identification with your role on the team.

A **high score** reflects a strong ability to fully focus on one pitch at a time. Your mind is not filled with random thoughts that distract you from a one pitch focus. You also have a strong identification with the position you are playing, which indicates you are not experiencing position or role conflict. You likely feel at home in the position you are playing and the team role you have, and do not spend time wishing your position on the team (or field) was different. This helps you stay “present” focused during practice and games with high energy.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

18. Playing Big:

Are you playing to win, or are you playing to not lose?

**UV**

This score reflects your attitude toward your success in baseball. Are you playing full out to win or is fear or something else holding you back? Are you playing at your best? It also measures the degree to which you enjoy your position on the team, as well as your other responsibilities. The more positive your attitude (in this case, the more “over-valued”), the bigger you are likely to play.

An **under-valued attitude** indicates something is “off.” You are likely playing to “not lose” more than you are playing to win. You are holding back, possibly because of fear. You may not be happy with your role or your team. You do not find it fulfilling and this can restrict you from playing big.

This attitude is less significant for you, and indicates you may feel your current position or team affiliation does not offer many challenges or opportunities. You may be in transition or between teams. In other words, your low score means something is off in your current situation (e.g. you may not like your coach,

or you could have a physical issue holding you back), but you see these problems as situational, and you will likely resolve them quickly; you see yourself playing free of those problems in the near future.

19. Performance Problems:

How do you respond when problems arise or things go wrong because of your own poor performance?

**OV**

This score reflects your attitude toward problems in your own performance, training habits, work ethic and game readiness and participation. "Under-valuing" this one is the best place to be, as it means you do not see yourself as having performance problems and that you can handle it well when you do.

An **over-valued attitude** indicates you agree there are some problems or inconsistencies with your personal training habits and practice, which is likely to have a negative impact on your position and game performance. This may include poor practice or training habits or conditions, not "fitting in" with your current team, negative coaches or teammates, or too many requirements and expectations from others which seem too high for you to meet.

This is not very significant for you, and any problems you may currently be experiencing are likely temporary or situational - you should be able to resolve them quickly and move on.

20. Confidence in Future Success:

How mentally strong and reliable are you, and how well do you maintain mental composure?

**9.2**

This score is about your mental composure, even when faced with adversity. Do you keep a winning mindset? Do you have the mental mindset and commitment to the planning and discipline necessary to create a clearly defined, successful future in baseball? Or do you let mind-traps or mental blocks rattle your composure?

A **high score** indicates you have a clear, strong and mature self-image in terms of playing the game of baseball. You are confident the future will bring success, so you are able to Play Big even when you fail at times, because you regard any failure as only temporary. You have a passion for winning and your team knows they can count on you! You understand how to prepare for a game and you have clear performance goals. You also have the discipline and commitment necessary to forge ahead and make your dream come true.

Note: The next 2 attributes (with percentage scores) are relative to the value of the attribute score above (with the 10 point scale). If the number **above is in the high range**, then the attributes below are **less significant** and become more tendencies (or situational attributes) as your score above approaches a 10.

21. Attitude toward Persistence:

How Strong is your Positive Mindset?



This score measures the quality of your desire for success in baseball (the fire in your belly) and the persistence you have to win and make your dream come true. Your score reflects the degree of mental toughness and tenacity you have to reach your baseball performance goals and aspirations. This score is about the discipline, persistence and determination it takes to win, and maintaining a positive, winning mindset even in the face of great adversity.

An **over-valued attitude** indicates you are a gamer. You are going to play all-out, no matter what. You are totally committed to your performance, and your consistent efforts and strong self-discipline nearly guarantee you will achieve your baseball goals. A positive attitude here indicates you are super-driven, and it is this persistent drive, mental tenacity and resilience that results in your high level of baseball accomplishment. You have a passion for winning, and your quick thinking helps you know what is next when playing. You clearly understand the rules of the game, possess the mind speed needed for success, and believe your team can definitely count on you.

22. Attitude toward Personal Setbacks:

How do you handle adversity, failure and disappointing outcomes?

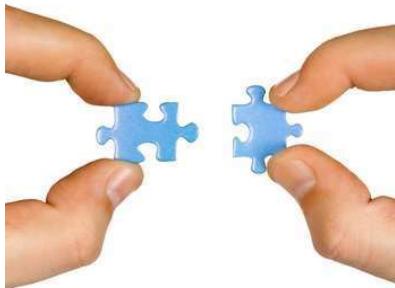


Baseball is a game of adversity. If you have not failed in a game recently you will fail very soon! To succeed in baseball you must be able to avoid making mistakes and bounce back quickly when "bad" things happen. This score indicates your attitude towards barriers, difficulties and "dead- ends" or loss of direction on the road to success in baseball and life.

A **neutral attitude** indicates an objective, realistic attitude about staying on the success track. You know there are times when you handle adversity and setbacks well, and other times when you let your mistakes get you down. You generally have realistic expectations and understand you cannot win them all, but you could benefit from dropping the negative, self-judgmental thoughts that may crop up in your mind.

To play your best consistently, develop stronger resistance to falling into mind-traps.

Combined View



These attributes are measured by combining your Game View and Self View to get a complete picture of YOU from a baseball perspective.

23. Coachability:

How effectively do you take instruction from authority figures?



8.2

This score measures your willingness to allow coaches, trainers, parents or other authority figures to help you improve your game.

A **high score** indicates you have an intense desire to learn and do more to better utilize and further develop your athletic potential. You don't believe you know it all, and tend to have a receptive, cooperative attitude toward authority figures like coaches and trainers. You are open and willing to take directives and criticism, even asking for (and taking) advice on how to most effectively improve your performance. One word of caution: be on the lookout for being "too" coachable. You get the most out of your talent by playing freely and authentically, not by trying to please others.

24. Competitive Fire:

How strong is your desire to compete and win?



7.9

This attitude score measures your drive to go all out and to compete against others – and yourself.

A **high score** indicates passionate drive, high energy, and an intense desire to play well and win. You tend to go "all in" during games and practice, and you know what is expected of you and what you expect of yourself. You may obsess about your sport and have a strong or even excessive emphasis on game readiness and meeting or exceeding goals and standards. Your attitude toward success is very positive, which makes it likely you will play to win instead of playing to avoid losing.

25. Concentration:

How well do you maintain focus throughout the game?



Hank Aaron says his ability to concentrate is what allowed him to consistently play at a high level and put up big stats. Your concentration score tells you how powerfully you can focus your energy and attention.

A **high score** indicates you are not easily distracted; you work and play with intensity – you do not like to be disturbed or interrupted.

26. Decision-making Ability:

Do you generally see situations clearly enough to allow you to make good decisions?



You make decisions throughout the day, on and off the field. Your “decision-making ability” score tells you the degree to which you can consistently make sound, timely decisions on and off the field.

A **high score** indicates the absence of problems that could interfere with excellence in your baseball game decision-making. A high score indicates you tend to make consistently appropriate, productive, efficient and effective decisions which lead to good results and game success.

27. Focus:

How well do you maintain concentration on what is most important throughout the game?



This is a measure of your ability to focus full attention on the task(s) at hand in spite of all distractions, both external and internal.

A **high score** indicates you are able to keep your attention on what is most important on a moment - to-moment basis. You are not easily distracted. You practice and play with consistency and intensity, and you don't like to be disturbed or interrupted. You clearly understand and value the game variables that lead to success. In other words, you know what to do and when to do it. You are fully engaged and targeted in the right direction at the right time.

28. Game Intelligence:

How well do you really understand what contributes to winning?


 7.5

At every moment of every game there are countless things you COULD pay attention to. "Game intelligence" is a general measure of your ability to distinguish between what's important to pay attention to and what's not. The higher your score the better able you are to identify and pay attention to the things that contribute most to success. The lower your score the more ineffectively you spend your mental energy. This summary score particularly emphasizes three parts of your game:

1. Your team relationships and love for the game
2. Your grasp of game mechanics and tactics
3. How well you see the "Big Picture" of how all of the pieces of the game fit together (game design and strategy)

A **high score** indicates a clear and definite understanding of the game: You know what REALLY helps you and your team be successful and you spend your energy on those high leverage actions. You are able to effectively balance your energy between your teammates, skill execution and the big picture strategy for winning. You have a deep, purposeful relationship with the game and likely have a great deal of passion and respect for it. This should help you maintain a high-level focus throughout the competition.

29. Instincts:

Do you have good instincts? How well can you "feel into the play" and make intuitive, "gut" decisions that turn out well?


 7.8

Great players seem to have a "6th sense" that enables them to anticipate what is going to happen next. That is called "intuition," or, more commonly in sports, "instincts." This score reveals your capacity to correctly sense the most important aspects of what is happening in a game and take the right actions despite not having all the facts. For example, you can "guess" what will happen on the next play, or you sense what your opponent is going to do just before they do it.

A **high score** indicates you can make accurate intuitive decisions. You have a strong sixth sense for the game. Your great instincts tend to put you almost magically in the right place at the right time..

30. Mental Toughness:

Are you mentally tough? When the game is on the line, do you play better or do you play worse?


 9.9

This score measures your ability to bounce back from losses or setbacks, to “Play Big” under pressure, and to tenaciously pursue your goals with an attitude of continuous improvement regardless of any obstacles in your way.

A **high score** indicates you are a “gamer.” You have a deep-down sense you are a good player and work toward your goals with high energy and drive. You have the discipline, determination and persistence to win and maintain a winning attitude. You are highly committed to your game, with full, active engagement. You are resilient, adapt well to changes, and see no big obstacles to your success. You handle setbacks and losses well. As a result you are able to bounce back quickly and are a good performer in the clutch.

31. Mindset:

Are you ready and able to focus on Playing Big? How consistently do you make good decisions without interference from your emotions?



8.3

Mindset is an overall summary score of your mental make-up. It refers to the habitual or characteristic mental attitude you have that determines how you will interpret and respond to situations. It is also your mental aptitude for the game.

Scoring well on Mindset requires both high levels of “game intelligence” (you see and understand what it takes to win), and “emotional intelligence” (you manage your emotions well and your mindset enhances your performance instead of hindering it).

A **high score** indicates you have got the “make-up” and “intangibles” coaches and scouts are looking for. You have a great mental aptitude for the game. You are likely a consistent player, someone coaches and teammates can count on. What they see is what they get. You are stable, mature, steadfast, and reasonable – which adds up to a solid mental game. Because you clearly understand the game and yourself as a player, you generally make good decisions.

32. Self-confidence:

Do you have a positive attitude and believe in yourself and your abilities to achieve your goals?



8.8

This attitude score measures your belief and reliance in yourself and your abilities to perform your best.

A **high score** indicates a strong, clear understanding of the self-worth you have as a good player an awareness of your unique and irreplaceable self; you understand your strengths and weaknesses well, and have a high level of faith in yourself and your abilities to deliver outstanding athletic

performance on a consistent basis. You feel that training and practice have brought out your best, and you disagree that your performance has problems or deficiencies. You identify with your game role and fully apply yourself to your position. You get a deep sense of personal satisfaction and fulfillment from your game role and love working hard to maintain game-readiness; you believe you are a high performer and you actively engage with your team with the knowledge that you are a good player.

33. Self-discipline:

Top athletes consistently choose to act in alignment with what they are committed to - they train hard even when they don't feel like it, whereas less successful athletes do what they feel like doing. Your self-discipline score reflects your ability to control the thoughts, emotions, and behaviors that guide you toward or away from your long-term goals. It includes your ability to remain focused on the task at hand and your degree of freedom from internal and external distractions.



8.7

you value sticking to rigorous practice and training rituals that prepare you for competition. You practice and show up ready to play and give all of what you have to give each day. Your clear understanding of the importance of structure and discipline to fulfill the demands of the game, together with your personal commitment and persistent drive means you will focus on the task at hand, and give yourself your best chance to achieve your sports goals.

A **high score** indicates you value sticking to rigorous practice and training rituals that prepare you for competition. You practice and show up ready to play and give all of what you have to give each day. Your clear understanding of the importance of structure and discipline to fulfill the demands of the game, together with your personal commitment and persistent drive means you will focus on the task at hand, and give yourself your best chance to achieve your sports goals.

34. Self-knowledge:

How well do you know yourself and understand your strengths and weaknesses as a player?



9.4

This score measures the clarity of your understanding as well as the quality of your appreciation of who you are in your sport. Scoring highly in Self-Knowledge means you:

1. You have a strong sense of self-esteem, apart from being a good player.
2. You understand and accept your current role (though you may not find it as fulfilling or satisfying as you would like).
3. You fully identify with being an athlete in your sport and feel a strong sense of belonging.

Knowing yourself gives you a huge edge: it enables you to know what adjustments you need to make in different situations, and it frees you to go out and just "be yourself" and play, instead of "trying hard," "pushing," or "forcing" in competition.

A **high score** indicates you have achieved a clear understanding of your individuality, game roles and your unique contribution to the team. You are comfortable in your own skin, have healthy levels of self-esteem and are less inclined to ride the emotional “results roller coaster.” That is, you value yourself as a person independent of your stats, accept your role on the team and are probably performing well right now. You also tend to see yourself as a successful athlete in the future.

35. Self-motivation/Desire:

How strong is your present desire to improve? How badly do you want it?



This score measures your ability to meet or exceed your own goals without external validation or being influenced by another individual. In other words, are you motivated from within (you are passionate and full of desire), or do you play for other reasons?

A **high score** indicates you seek to live up to a very high set of self-standards: you constantly raise the bar on yourself. You have the inner desire and motivation it takes to improve, and believe you have a great deal of undeveloped potential within. You continuously work to improve your game through learning more, setting new and higher performance goals, and being super-driven. You constantly reach for higher levels of athletic accomplishment.

36. Team Player:

Do you put the team needs ahead of your own? Are you a good “team chemistry” player?



This score measures your ability to positively relate to your teammates and perform your tasks as a team player in a way that builds positive energy.

A **moderate score** indicates you are likely a good teammate much of the time, but sometimes feel a degree of emotional distance from the other players. You know how to add positive energy to the team, but at times you don't do it. This may keep you from being a leader on the team. In a game you may feel a degree of uncertainty about exactly how to execute a given play, where and how to move and respond to changing game circumstances, making your unique contribution within the context of the team. You may flip-flop between putting the needs of the team or your own needs first.

37. Stress –Tension Indicator:

Your Stress Tension is HIGH INTERNAL

Do you experience a high stress level and are you accident or injury-prone?

This score is an indicator of the well-being which results from the harmony between your personal and professional life, as well as the level of maturity you have achieved due to the harmony between your value judgment about external world or work values and internal personal values.

High Stress with Internal Tension indicates you are putting pressure on yourself from the inside. You tend to be more inwardly directed about your life, thinking your own personal thoughts and ideas, indicating you generally don't pay sufficient attention to your surrounding environment. This could result in your being injury or accident-prone because you are somewhat out of sync with life's reality, living in your own world (like the absent-minded professor who missed a stop sign or a red light), and you have a tendency to put yourself in harm's way without even being aware of it.

38. Stress –Resistance

Your Stress Resistance is HIGH

Do you have what it takes to resist stress?

This score is a measure of your internal strength to cope with demanding events which may be experienced as pressure and strain.

High Stress Resistance reflects your capacity to realize when stress becomes too great; you know when to take time out for personal reflection, to analyze and weigh alternatives, rejoining the situation with renewed energy, a more balanced perspective, and a confident plan of action.

