



Behavioral Sports Coaching Style Index™

Coaching Sample

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Your Sports Coaching 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 coaching sports. So we measure **Natural and Sports Coaching 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 as a coach may cause you stress. However, many people know what is required to be the best as a coach 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.



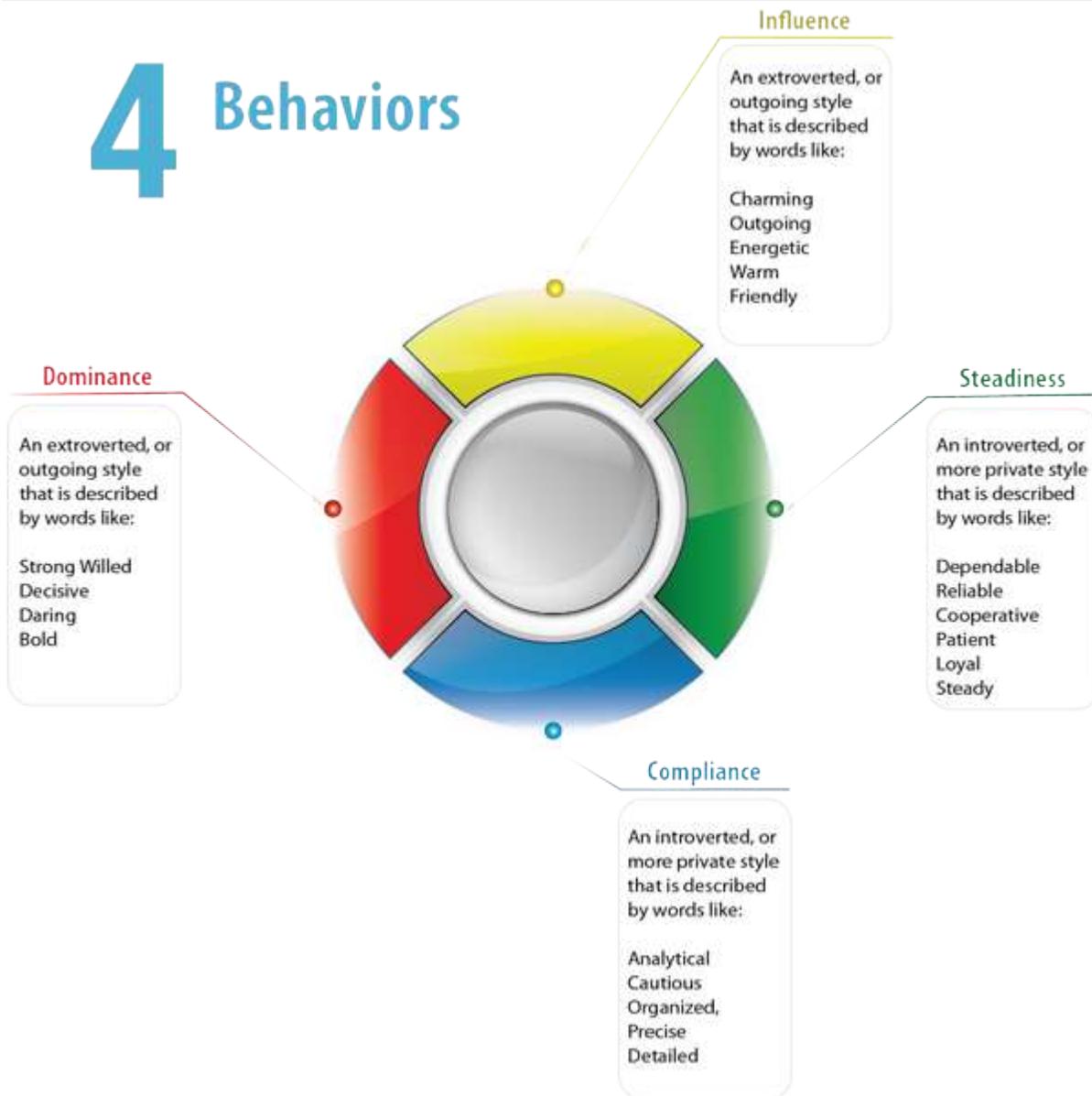
Four Core

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 **Sports Coaching 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**.

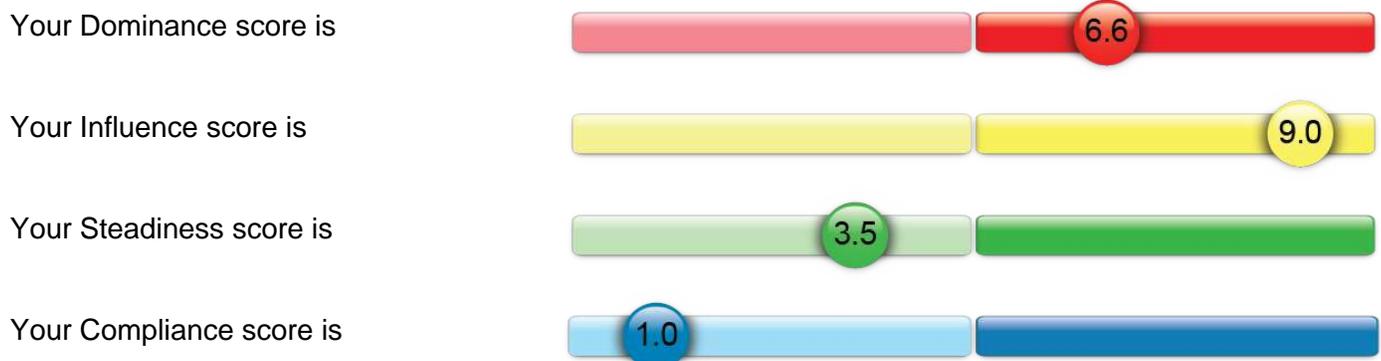
YOUR SPORT STYLE: Detailed information about your **Sports Coaching Style**.



Your Styles Compared

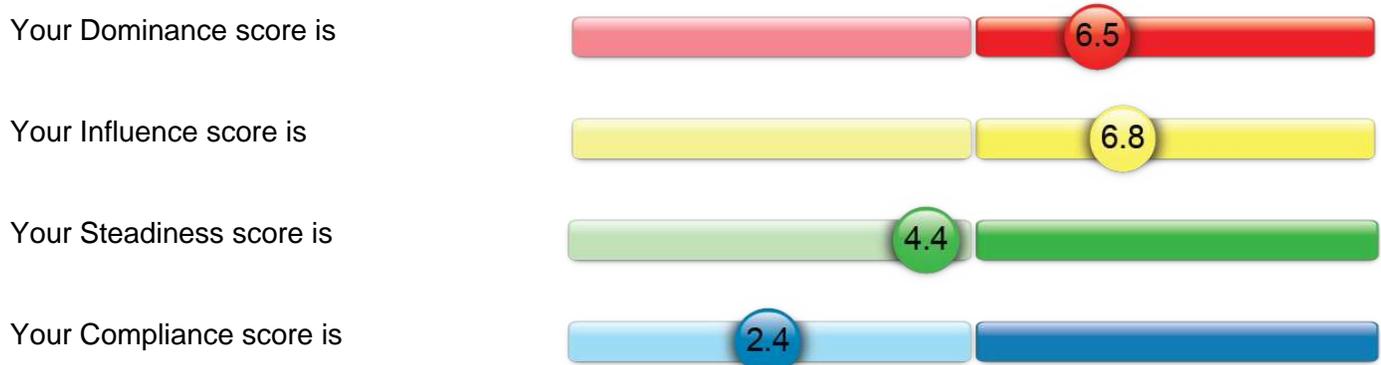
Your Natural Style

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 Sports Coaching Style

This is how you behave or communicate when you are coaching a sport. You may behave and communicate the same as your natural style, which may put less stress on you, or your coaching may require you to behave in a much different way (focus on inspiring players, being firm in your directions, and driving your team to win!) and this may, or may not, cause you stress as you adapt to this style of behavior.





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

CORE Behavioral Attribute	Natural	Work	Adaptation
Influence	9.0	6.8	2.2 DOWN
Compliance	1.0	2.4	1.4 UP
Steadiness	3.5	4.4	0.9 UP
Dominance	6.6	6.5	0.1 DOWN

Behavioral Attribute	Natural	Work	Adaptation
Time Management:	1.3	3.4	2.1 UP
Flexibility:	8.0	6.5	1.5 DOWN
Multitasking:	8.3	7.0	1.3 DOWN
Interacting with People:	9.5	8.5	1.0 DOWN
Collaborative Team Player:	2.8	3.6	0.8 UP
Pace:	7.0	6.5	0.5 DOWN
Organization:	1.0	1.4	0.4 UP
Competitive:	8.5	8.5	0.0 NONE
Detailed Analysis:	1.0	1.0	0.0 NONE
Focused on Other's Needs:	7.3	7.3	0.0 NONE



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.

- Your competitiveness is tempered with optimism and sportsmanship.
- You enjoy constantly changing goals and objectives.
- You have a great sense of urgency to get things done.
- You tend to make new friends easily and are comfortable starting, and engaging in conversations with strangers.
- You prefer to have a friendly conversation rather than a good argument.
- You are very social and enjoy talking with other people.
- You are a problem solver who tends to work with people to get things done.
- You tend to be very trusting of others.
- You might have difficulty finishing a project before moving to the next.
- You focus on the personal and emotional connection with people you are talking to rather than all of the details and specifics of the conversation.
- You tend to have a certain charisma that makes people want to listen to you.
- You are outgoing, extroverted and enjoy it when others pay attention to you.
- You usually do not come across as demanding, but are seen as warm, friendly, and optimistic.
- You may get sidetracked easily in conversations and find it difficult to stay focused on task.
- You are comfortable persuading others to achieve desired outcomes.



Your Style Strengths

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

- Optimistic
- Friendly
- Enthusiastic
- Fast-paced performer
- Persuasive
- Influencing others

Potential Pitfalls of Overextension

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

- Do not let your optimism cloud your judgment. If you are constantly overstating how well things are going, and understating the issues, then it will make you unreliable in your assessment of situations. This in turn can cause others to quit asking you for your opinion. Strive for a balance between being optimistic and realistic.
- You are able to multitask well. However, if you take on too many tasks or projects you may not get anything ever completed. Prioritize your work so you are focused on completing the most important things first, and learn to say “no” or “my plate is full.”
- Being people oriented and social is great. However, if you let it distract you from completing your tasks, or if you distract others from their work, it becomes an issue. Keep it under check until the appropriate time.



Potential Fears

What are some things that can cause you concern?

- Losing control
- Being disliked
- Losing influence over others

Your Preferred Environment

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

- Where there is a focus on relationships
- Where people are warm and friendly
- Where rewards are given for being able to drop everything and change tasks and priorities quickly
- Where friendly competition is encouraged and rewarded
- Where there is a lot of personal contact with others
- Where you can influence others to get things done
- Where multitasking is encouraged
- Where there is open communication and trust
- Where there is an opportunity to lead others
- A place that is optimistic and full of possibilities

Behavioral Motivators

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

- The opportunity to network
- Being given recognition by peers
- Being in control and leading others
- The opportunity to interact with other people frequently
- Being given challenges



How You Would Like Others to Communicate with You

How do you respond best when interacting with others?

- Focus on people, as well as the task at hand
- Listen to what you are saying before they start to speak
- Be considerate of your time (Do not waste it)
- Allow time in a conversation, or meeting, for socializing or off-topic discussions
- Ask personal questions and take the time to get to know you
- Allow you plenty of time to talk and express your feelings and opinions
- Talk in a friendly tone
- Give you options and let you choose what to do

How Others Should NOT Communicate with You

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

- Do not turn away or ignore you when they are done with a conversation
- Do not talk down to you or with an air of superiority
- Do not come to you unprepared or disorganized
- Do not cut you off while you are talking, or talk over you
- Do not give you too many details beyond what is needed
- Do not just focus on the task to be done, while ignoring you as a person



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.

- Too demanding
- Panicked
- Completely disorganized
- Overly competitive
- Overly talkative and loud
- Too reliant or dependent on others
- Very argumentative
- Overly reactive
- Overly emotional
- Running around trying to do a multitude of things at once

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 S) Do not interrupt them or talk over them. Listen to what they have to say
- (All Styles) Listen to their point of view before making a decision
- (High C) Give details to support decisions
- (High C) Respect their personal space
- (High S) Give extra time to adapt to changing priorities and tasks
- (High C) Make sure you are organized in a check your facts



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



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

A **high-moderate score** indicates you have some dominance in your natural behavioral style. You feel driven or determined at times. You tend to make quick decisions and other times you may take longer. Your higher behavioral styles will be influenced somewhat by your dominance, but it may not be apparent to others except when you are under stress or pressure.

Influence

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

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 and fun-loving.

A **high score** indicates you exhibit warmth, optimism and energy in your behavior. You enjoy talking with others, expressing yourself and are focused on people and having fun. If left unchecked by other behavioral traits, you could be perceived as chatty or too personable.



Steadiness

Do you like to follow an established routine?

Your Steadiness score is



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?

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 **low score** indicates you are not detailed focused, do not want to see all of the data, 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 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?



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?



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?



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

A **low score** indicates you do not analyze data and facts in detail. You skim over it or ask someone else to just give you the highlights, then you make your decision. You are not detail focused and may rely on others to crunch the numbers, or you may go with your “gut” on things. You may be seen by others as not focusing enough on the details, your judgment or decisions may be called into question, and you may not have sufficient information and facts to support them.

Flexibility:

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



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 **high score** indicates you are very flexible when it comes to changing focus and doing what needs to be done. You are able to keep an upbeat attitude, and when done with a new task, you easily jump back to what you were focused on before or begin a new task as required.

Focused on Other's Needs:

Are you focused on the needs of others?



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 **high score** indicates you are very supportive of other people. You listen to their wants and needs, communicate well with them, and support them in a warm and friendly manner. You are able to build great relationships with them and they enjoy asking you for help when they need it.



Interacting with People:

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



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

A **high score** indicates you prefer to interact and communicate with others often. Your conversations or interactions tend to be long and you may at times go off on many different tangents as you enjoy the person you are interacting with.

Multitasking:

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



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 **high score** indicates you prefer multitasking and frequent change because it utilizes more of your skills and keeps you from getting bored. You enjoy the challenge and understand that priorities change as part of life. You may be seen by others who do not enjoy multitasking as being all over the place and running around with no focus.



Organization:

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



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 **low score** indicates you do not tend to keep your living space organized (home, car, yard). You may feel that you have too much to do to spend the time on cleaning, and you may feel that if you put something away you are just going to have to get it out again when you need it. You probably tell others that you can find anything you need in your seemingly random piles of stuff, but they will just see clutter and chaos.

Pace:

Are you driven to get things done quickly?



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

A **moderate score** indicates you can get things done urgently when you see the need, but you do not always see the need. You may pause to analyze more data, you may want other opinions (taking time to gather them), or you may just want to reflect on possible outcomes.

Time Management:

Do you focus on managing your time?



This measures your natural ability to manage your time.

A **low score** indicates you do not focus on time management. You may be frequently late for appointments and always feel there is never enough time to get everything done. You may not care about time constraints, but you may be put under pressure by people who do.



Your Sports Coaching



This is how you behave or communicate when you are coaching sports. You may behave and communicate the same as your natural style, which may put less stress on you, or coaching may require you to behave in a much different way (focus on inspiring players, being firm in your directions, and driving your team to win!) 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 may at times be decisive and make a decision without all of the facts, details, or examining the possible negative outcomes.
- You are somewhat outgoing or extroverted, and enjoy interacting with others.
- You do not mind constantly changing goals and objectives.
- While you like to interact with people, you may come across as demanding and argumentative at times.
- At times you may have difficulty finishing a project before moving on to the next.
- You enjoy a good debate and can keep it friendly.
- You have a general sense of urgency to get things done.
- You are a problem solver who tends to utilize people to get things done.
- You tend to make new friends easily and are comfortable starting, and engaging in conversations with strangers.
- You are comfortable delegating to others.
- You like your information to be direct, forthright and to the point without too many details.
- You do not mind taking on more than one project at a time or multitasking.



Core Sports Coaching Behaviors

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

Dominance

Are you strong-willed and confident as a coach?

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 coaching. Likewise, it can also help you in driving others to achieve desired goals.

A **high-moderate score** indicates you have some dominance in your sports coaching behavioral style. You feel driven or determined at times. You may make quick decisions, while at other times, you may take longer to pull the trigger. Your higher behavioral styles will be influenced somewhat by your dominance, but it may not be apparent to others except when you are under stress or pressure.

Influence

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

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 **high-moderate score** indicates you exhibit some degree of warmth, optimism and energy in your sports coaching behavior. At times you enjoy talking with others, expressing yourself verbally and are focusing on people. Your influencing behavior may be masked by other behavioral traits like dominance, steadiness or compliance.



Steadiness

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

Your Steadiness score is



This measures your preference toward being consistent in how you run practice and manage the game, 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 or changing strategies. There may be times when you 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?

Your Compliance score is



This measures your preference for being analytical, compliant with the rules of the game, and cautious when coaching practice and during a game so your team performs their best doesn't make any errors.

A **low score** indicates you are not detailed focused, do not want to see all of the stats, and do not mind going with your gut sometimes when making decisions. You may be focused on getting things done fast rather than doing them perfectly. You may be seen by others as being disorganized or a maverick coach.



Behavioral Attributes Related to Your Sports Coaching Style

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

Collaborative Team Player:

Do you like to be a supportive coach?



This measures your preference toward working within a team as a dependable, supportive coach, as well as, working in a collaborative way and encouraging and helping the players on your team.

A **moderate score** indicates you can be a collaborative and supportive coach, but may also want to take sides at times, or be more aggressive depending on the situation.

Competitive:

Are you a competitive?



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 when coaching. 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 coaching decisions?



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?



This measures your versatility and ability to be flexible as your sport requires. When faced with a new direction or objective, you 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 Player's Needs:

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



This measures your ability to focus on other people, including other coaches and players.

A **high score** indicates you are very supportive of your players and other coaches. You listen to their needs, communicate well with them, and support them in a warm and friendly manner. You are able to build great relationships with them and they enjoy asking directly for you when in need of help.



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 players, other coaches, officials and fans. On the phone, in person, text messaging or through email.

A **high score** indicates you prefer to interact and communicate with other people often. Your conversations or communications tend to be long and you may, at times, go off on topics other than the subject at hand, as you enjoy the person you are interacting with.

Multitasking:

Do you enjoy taking on many coaching tasks at once and with 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 coach. 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 gear, equipment and the locker room 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 **low score** indicates you do not personally keep the gear organized. You may feel you have too much to do to spend the time on cleaning equipment and you may feel that if you put something away you are just going to have to get it out again when you need it. You will most likely delegate the cleaning and organizing to someone else. You probably tell others that you can find anything you need in your seemingly random piles of stuff, but they will just see clutter and chaos.

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 **moderate score** indicates you can play at a rapid pace, but you do not always see the need. You may take a bit more time in planning your moves or you may simply want to enjoy playing the game and not rush through it.

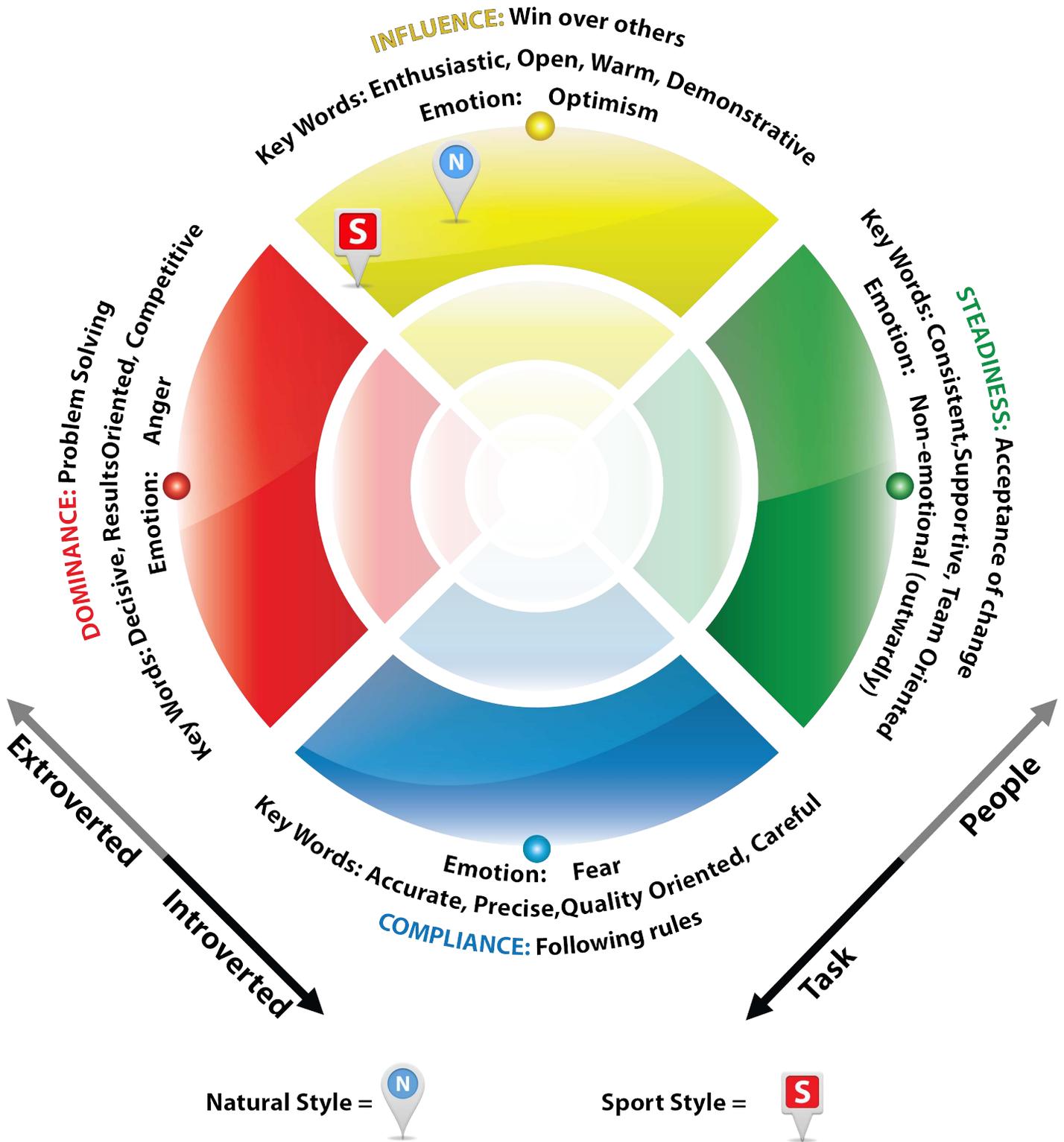
Time Management:

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.





Action Plan