



Mental Toughness & Behavioral Agility

Assessment

A Report on
Sample Player
for
Sample Sport

Powered by
The Psychological Skills Profile

The Measurement

The Psychological Skills Profile (PSP) provides insight into how an individual's motivations and behaviors support strong performance on-the-field, in the classroom, and throughout their career. So whether one continues on in your career as a professional athlete, a highly specialized professional, an executive leader, or an entrepreneur, these insights will help build on motivational strengths and close any developmental gaps that may be holding a person back.

This subset of the PSP is designed to target the skills and traits that will unequivocally help coaches and student-athletes focus on the areas that will have the greatest impact on individual and team performance. This model is based on the assessment results of thousands of professional, D1, and other elite athletes. The results of this research are clear - there are two factors that differentiate performers at the highest levels of competition:

Mental Toughness

The natural and developed psychological edge that enables one to cope better with the demands (competition, training, lifestyle) that sports place on the performer. Developing this skill makes one more consistent and better than opponents in remaining focused, determined, confident, and in control under pressure:

- Persisting through obstacles
- Being resilient to setbacks
- Managing emotions
- Tolerating stress
- Remaining confident

Behavioral Agility

The natural and developed motivational edge that drives one to proactively seek out and use feedback to develop skills and to continually improve performance. Those athletes who exhibit high levels of behavioral agility search for additional coaching, detailed feedback, and other support from those who can help them to continually develop a competitive edge:

- Asking a lot of questions
- Being a "student of the game"
- Taking ownership of/internalizing performance goals
- Taking initiative beyond what is required
- Using healthy competition as a gauge of one's progress

While not everyone starts out at the same development point, all of these skills can be developed and refined throughout one's career.

Scoring Interpretation

Natural = 80th to 100th

A rating of *Natural* should be interpreted as the student athlete having the intrinsic (natural) motivation to perform at high levels in that area. More specifically, the athlete ranks among the top 20% in natural motivation for that category. Likely to proactively engage in related activities and behaviors without need for supervision. This should be interpreted as a strength to be built on as a potential core performance characteristic.

Above Average = 60th to 79th

A rating of *Above Average* should be interpreted as the student-athlete showing significant motivation in this area. More specifically, the athlete is more motivated in this area than what is “typical.” In many situations they will engage in related activities and behaviors without need for close supervision. This should be interpreted as a potential strength to build on as a potential core performance characteristic, especially if directly related to performance goals.

Moderate = 36th to 59th

A rating of *Moderate* should be interpreted as the student-athlete exhibiting an average level of motivation in this area. More specifically, this is not likely to be either a motivational strength nor necessarily a motivational liability. Will respond to most situations related to this area in a “typical” fashion. However, may need more proactive coaching and stronger self-management techniques under certain conditions. Non-supportive environments could diminish motivation.

Low = 1st to 35th

A rating of *Low* should be interpreted as the student-athlete not having intrinsic (natural) drivers to be motivated in this area. While this does not suggest that the athlete can't be motivated to action in this area, it just suggests that this will be an area where more proactive coaching and self-management techniques most likely need to be employed. Non-supportive environments will likely create avoidance and withdrawal in this area of performance.

How to Implement

Research has shown that setting small and achievable goals is the best method to achieve desired success in one's development. To that point, we have included a page at the end of the PSP report, called the Athlete Development Plan which is a tool that coaches and student athletes can use to define and measure /skills they wish to improve for team and individual growth.

As an example, the player and coach should first identify a concrete and observable skill (i.e. - increasing fastball velocity, corner kick accuracy, 3-point percentage rate, etc.) that can be tracked. Next, together discuss what needs to be done differently regarding training methods, approaches to practice, etc for improved results.

When there is agreement on the "what and how" for development, refer back to the various traits listed under the skills of Mental Toughness and Behavioral Agility and choose 1-2 traits that help (possibly traits that are Natural or Above Average) in one's pursuits as well as 1-2 traits (possibly Moderate or Low) that may hinder improvement. In a similar fashion to setting goal(s), think about ways to incorporate these traits into the new regiment.

We also recommend on-going discussion and measurement (e.g. weekly, monthly or what is appropriate based on the agreed upon goal) of the steps toward the goals and not only focus on the end result. Motivation and enthusiasm for players to make these changes comes from the on-going "wins" along the way and these incremental improvements should be acknowledged as progress.

Our process is what we call Smart Practice, the process of identifying goals to be achieved, working on incremental, focused steps to achieve these goals coupled with shifting behavior to reach positive outcomes.

Ultimately, if both players and coaches are invested and accountable to each other in the process, coaches coach better, players play better.

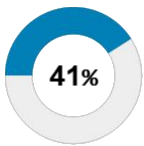
Mental Toughness: **Above Average**

You are likely to be consistent and better than most at remaining determined, confident, and in control under pressure. You have the potential to harness your mental toughness to help others and to accomplish many challenging professional and career goals.



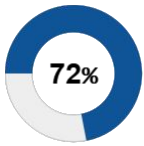
Persistence: **Natural**

Maintaining a high level of activity over extended periods and in the face of challenging obstacles is likely to be one of your strengths.



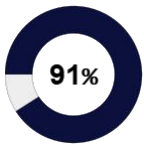
Resilience: **Moderate**

Under many conditions, you are likely to shake off setbacks and move on. However, you might lose momentum following significant adversity or after a string of setbacks, rather than quickly moving on to the next opportunity.



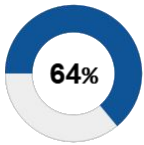
Emotional Control: **Above Average**

Your tendency to maintain composure in emotion-inducing situations is likely one of your strengths. You are likely to manage emotionality and use it as a motivational advantage.



Self-Efficacy: **Natural**

You are likely to maintain a strong belief in your ability to perform at high levels, regardless of the situation.

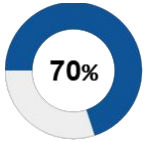


Stress Tolerance: **Above Average**

You are inclined to remain calm in high-pressure situations. You are likely to recognize stress triggers accurately and mitigate their impact on your performance.

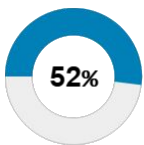
Behavioral Agility: **Above Average**

You are highly motivated to seek out coaching, advice, and knowledge about the game, and then engage in best-in-class training techniques to turn your potential into strong performance



Inquisitiveness: **Above Average**

You are generally comfortable questioning conventional wisdom and existing approaches. Your tendency to ask deep, pertinent questions is likely to facilitate creative problem solving.



Need for Cognition: **Moderate**

You seem motivated to think deeply and expend intellectual effort on certain topics that you find engaging or relevant. However, you may not be as inclined when you find the topic less interesting.



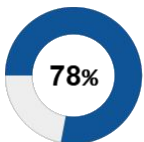
Reward Sensitivity: **Natural**

You are inclined toward swift action and are likely to convey a strong sense of urgency in achieving goals.



Diligence: **Natural**

You are likely to be driven to solve problems that you find initially perplexing or for which you do not have an immediate answer.



Competitiveness: **Above Average**

You appear to be driven to accomplish highly ambitious goals, inclined to push yourself to higher levels of performance. You are apt to put in the work required to be the best.

Athlete Development Plan

To be completed together by athlete and coaches

- What part of your game are you looking to improve?
- How do you and coaches rate your performance right now?

Performance Goal:	By what date?:
<p>What lifestyle, training, and gameday behaviors need to change, modify, and/or intensify to accomplish this performance goal?:</p>	
<p>What psychological strengths do you currently have that will support this performance goal?</p>	
<p>What psychological strengths do you need to develop further to attain this performance goal?</p>	

Progression Toward Performance Goal

<i>Date</i>										
<i>Student's Rating</i>										
<i>Coach's Rating</i>										

1=Poor, 2=Fair, 3=Good, 4=Excellent

Definition of Terms

Persistence: Maintaining a high level of activity over extended periods and in the face of challenging obstacles. Individuals scoring high on this trait are likely to show endurance and stay the course even in the face of initial setbacks.

Resilience: Capacity to handle setbacks, failure, and criticism, and to bounce back to re-establish self-confidence. Individuals scoring high on this trait avoid over-internalizing failure and thus more accurately assess ability to overcome setbacks in the future.

Emotional Control: Capacity to manage one's emotions and to remain composed in challenging situations. Individuals scoring high on this trait tend to react rationally and thoughtful to unexpected or interpersonally challenging situations.

Self-Efficacy: Belief in one's own capacity to execute the behaviors necessary to attain one's performance goals. Individuals scoring high on this trait maintain confidence in their ability to exert control over their own motivation, behavior, and social environment.

Stress-Tolerance: Capacity to remain unworried about possible negative outcomes, to avoid ruminating on events beyond one's control. Individuals scoring high on this trait are likely to remain calm when faced with unexpected complications and are less likely to engage in avoidance or withdrawal.

Inquisitiveness: The tendency to go beyond routine questions to probe and gain a deeper understanding of ideas, concepts, and issues. Individuals scoring high on this trait will often be curious about why and will take responsibility to ensure full understanding of the topic at hand.

Need for Cognition: The tendency to engage in and enjoy intellectually effortful tasks across a wide variety of domains. Individuals scoring high on this trait tend to think deeply about their performance and are likely to be "students of the game."

Reward Sensitivity: The tendency to experience pleasure in the anticipation and presence of reward-related stimuli. Individuals scoring high on this trait tend to respond well to incentives and exhibit strong motivation for ideas or activities that provide a sense of pleasure.

Diligence: The tendency to be meticulous, precise, and detail-oriented. The desire to complete all tasks with excellence and to high standards of quality. Individuals scoring high on this trait are more likely to internalize performance goals.

Competitiveness: The desire to excel in comparison to others across a range of interpersonal and achievement contexts. Individuals scoring high on this trait will be driven to set high but achievable goals, and will exhibit dissatisfaction with average performance.