



## **Spectrum Sports-Swimming™**

### Sample Report

Platform Taken On: -

Date & Time Taken : 04.06.2014 03:27 PM (Eastern Time)

Assessment Duration: 26 Minutes

**Well-Run Concepts Inc.**  
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## 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.

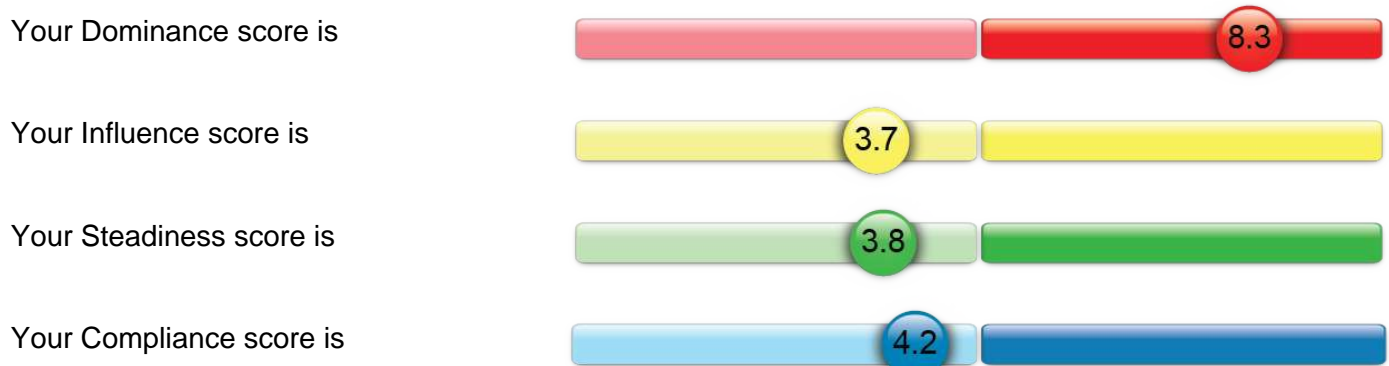
**YOUR NATURAL STYLE:** Detailed information about your **Natural Style**.

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

## Your Styles Compared

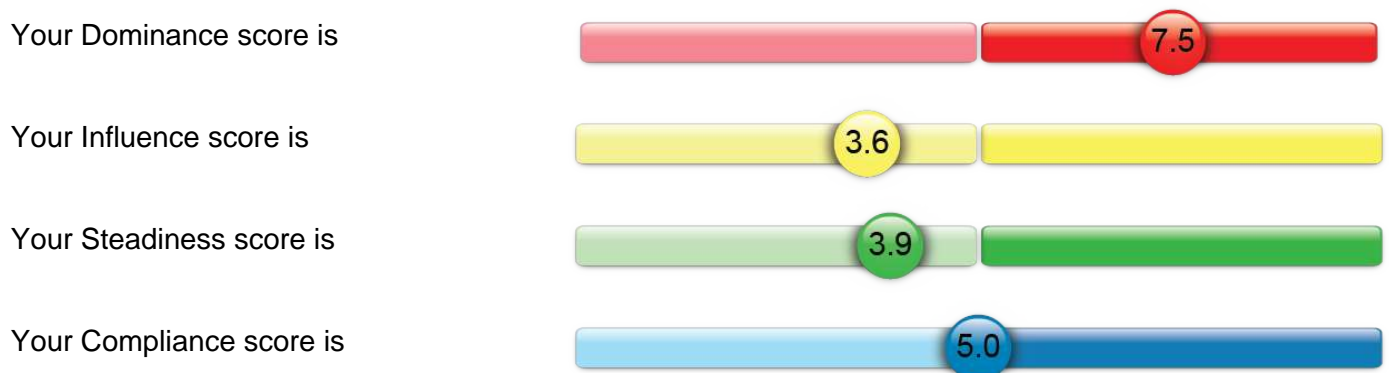
### Your Natural Style

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 Sport Style

This is how you behave or communicate when you are practicing or competing at 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.



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	8.3	7.5	0.8 DOWN
Compliance	4.2	5.0	0.8 UP
Influence	3.7	3.6	0.1 DOWN
Steadiness	3.8	3.9	0.1 UP

Behavioral Attribute	Natural	Sport	Adaptation
Detailed Analysis:	3.3	4.0	0.7 UP
Competitive:	9.5	9.0	0.5 DOWN
Organization:	4.8	5.3	0.5 UP
Pace:	8.0	7.5	0.5 DOWN
Time Management:	5.3	5.8	0.5 UP
Collaborative Team Player:	1.8	2.3	0.5 UP
Multitasking:	5.8	5.5	0.3 DOWN
Flexibility:	4.0	4.0	0.0 NONE
Focused on Other's Needs:	5.5	5.5	0.0 NONE
Interacting with People:	5.5	5.5	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.

- You are an independent problem solver.
- 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 do not mind taking on many projects or multitasking.
- You do not mind constantly changing goals and objectives, and probably enjoy the challenge.
- You might have difficulty finishing a project before moving to the next.
- You may come across as impatient with others.
- You are demanding of others, and expect your directives be done.
- You are competitive and like a good challenge.
- You have a great sense of urgency to get things done.
- 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.

## Your Style Strengths

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

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

## Potential Pitfalls of Overextension

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

- 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.
- 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.
- 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.

## Potential Fears

What are some things that can cause you concern?

- Losing control
- Being defeated

## Your Preferred Environment

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

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

## Behavioral Motivators

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

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



## How You Would Like Others to Communicate with You

How do you respond best when interacting with others?

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

## How Others Should NOT Communicate with You

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

- Do not give you ultimatums
- Do not act aggressive or hostile toward you
- Do not come to you unprepared or disorganized
- 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.

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

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

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## 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 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.

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### 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 **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



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 **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.

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## 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.

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### 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 **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?



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?



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?



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?



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?



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?



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?



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 competing at 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 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 may come across as impatient with others.
- You are an independent problem solver.
- You do not mind confrontation or a good argument.
- You are competitive and like a good challenge.
- You might have difficulty finishing a project before moving to the next.
- You are demanding of others, and expect your directives be done.
- You like your information to be direct, forthright and to the point without too many details.
- You tend to be a risk taker.
- You do not mind taking on many projects or multitasking.
- You have a great sense of urgency to get things done.

## 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?

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?

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?

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?

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?



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?



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?



This measures your preference toward looking at stats and information 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 required you can skip some of the analysis and make a decision quicker.

### 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 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?



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 the 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?

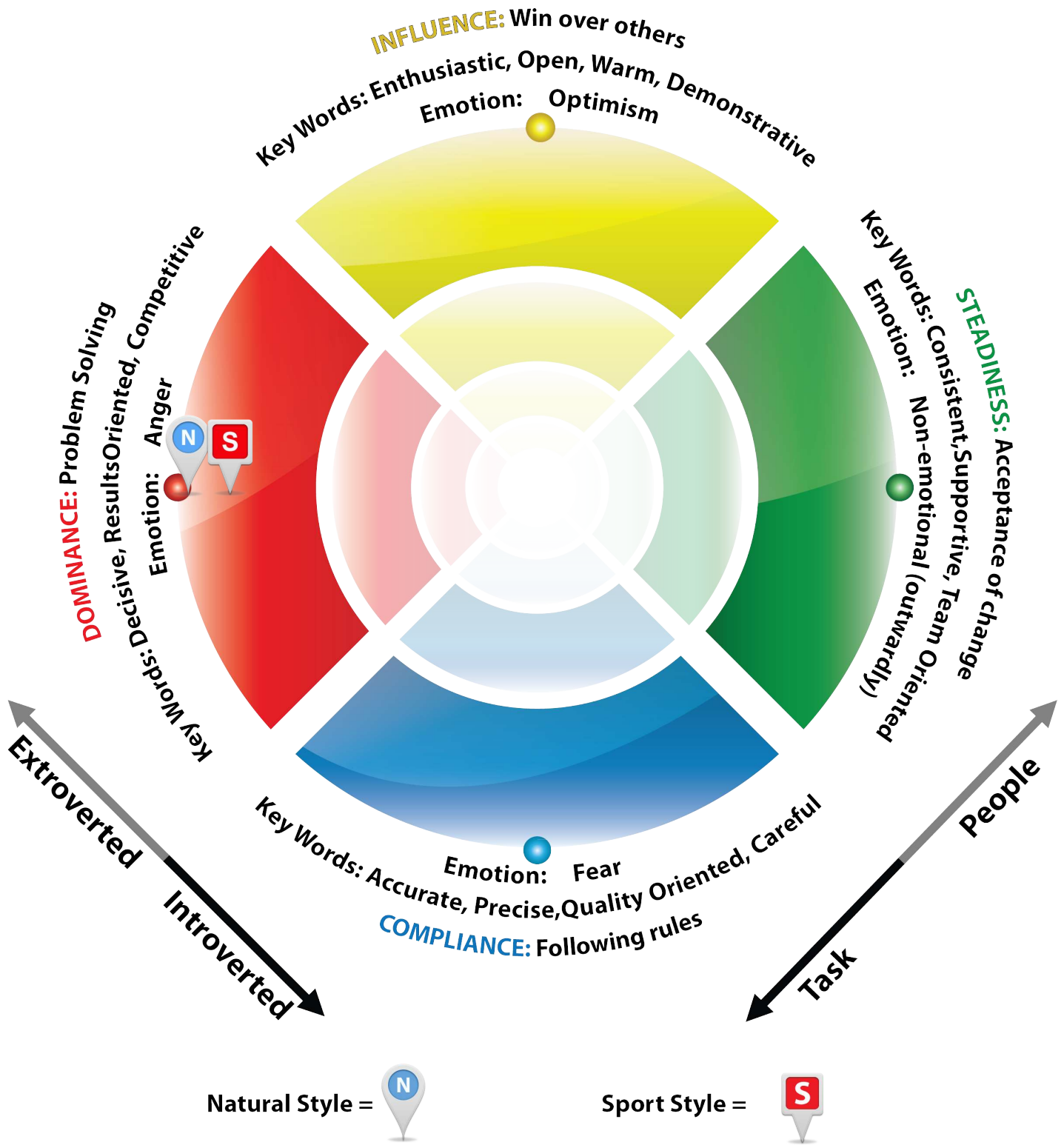


This measures your ability to manage your time at practice and during a game.

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.

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Competency	Score
<b>1. Attitude toward Coaching and Respect for Authority:</b>	<b>OV</b>
<b>2. Maintaining a Winning Mindset:</b>	<b>9.0</b>
<b>3. Emotional Self Control:</b>	<b>8.8</b>
<b>4. Understanding What it Takes to be a Winner:</b>	<b>8.3</b>
<b>5. Self-worth as a Swimmer:</b>	<b>8.0</b>
<b>6. Swimmer Role &amp; Performance:</b>	<b>7.8</b>
<b>7. Understanding Mechanics and Tactics:</b>	<b>7.4</b>
<b>8. Understanding Discipline, Rules, &amp; the Training Program:</b>	<b>7.3</b>
<b>9. Decision-making Ability:</b>	<b>7.1</b>
<b>10. Attitude toward Personal Swimming Potential:</b>	<b>N</b>
<b>11. Attitude toward Personal Problems:</b>	<b>N</b>
<b>12. Attitude toward Interpersonal Conflict:</b>	<b>N</b>
<b>13. Understanding What it Takes to Win in Swimming:</b>	<b>6.5</b>
<b>14. Concentration:</b>	<b>6.0</b>
<b>15. Attitude toward Swimming Challenges:</b>	<b>N</b>
<b>16. Controlling Emotions During a Heat:</b>	<b>5.0</b>
<b>17. Understanding Relationships with Team Members and Coaches:</b>	<b>4.8</b>
<b>18. Intuition:</b>	<b>4.4</b>
<b>19. Intuition:</b>	<b>4.4</b>
<b>20. Attitude toward Swimming Big:</b>	<b>OV</b>
<b>21. Attitude toward Interpersonal Harmony:</b>	<b>UV</b>
<b>22. Attitude toward Swimming Successes:</b>	<b>UV</b>
<b>23. Attitude toward Defiance:</b>	<b>UV</b>
<b>24. Attitude toward Performance Problems:</b>	<b>N</b>
<b>25. Attitude toward Personal Setbacks:</b>	<b>N</b>
<b>26. Attitude toward Mental Toughness &amp; Drive to Win:</b>	<b>UV</b>

## 1. Understanding What it Takes to Win in Swimming:

How well do you understand the demands of swimming?



This is the first of two very important scores to your swimming 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 swimming. It is a general measure of your ability to see what is happening within the water and identify and accurately judge what’s really important. This score reveals how well you understand what swimming is actually all about.

A **moderate score** indicates a relatively good understanding of swimming and what it takes to win. You pick up much of what’s going on, but miss some “little details” that could make a big difference with your technique. You pay attention to what’s important, but there is clearly a higher level of seeing, feeling and understanding. Scores 2-11 will give you specifics on what you can do to improve how you see swimming “Outside of You.”

## 2. Controlling Emotions During a Heat:

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



This score reflects what coaches and team members are likely to see in you when the pressure is on and the race 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 in the "zone" you are.

A **low score** indicates that your emotions are wide-ranging, indicating you may be prone to emotional roller coaster rides. You may react very emotionally to changing, or challenging, situations. You also might show irritability or frustration easily. This could be because you feel failing (which happens a lot in swimming) is a threat to how you see yourself, which puts a lot of pressure on you. It may also mean your career is not going as well as you had hoped. Riding an emotional roller coaster will cost you in swimming. Make developing emotional control a top priority. Your hours of practice on your technique go out the window in a race when you lose emotional control.

### 3. Understanding Relationships with Team Members and Coaches:

How well do you understand the roles and importance of team members, coaches, and referees? Do you see the importance your relationships with others play in your swimming success?



This score measures your understanding of the importance of other athletes, coaches and officials. Of course you know they are all important, but athletes differ in the value they place on team members, coaches and referees. This has a huge impact on what you choose to do and how you perform. It also affects how your team members 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 **low score** indicates a lower understanding of the importance of the contributions of your team members, coaches and referees, and maintaining good relationships with them. You may not be sufficiently sensitive to or appreciative of them, and you likely distance yourself from team members, avoiding close bonds, and have limited emotional engagement with them. This could be due to being in a new team, or simply not knowing your team members well at this point in time. You may be so focused on your own technique that you tend to forget that your team members are people like you! This is like seeing them more as chess pieces (non-living game pieces) than as unique individuals. A higher score would make you a better team member because your energy would be more positive and your team members would feel that.

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. Attitude toward Interpersonal Harmony:

How well do you get along with your coaches and team members?



This score measures your attitude toward effective, positive relationships with other participants. It shows how engaged you are with your team members, 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 team member are you? Are you “all in” and a positive contributor to team chemistry?

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

You may tend to under-estimate the talent and contributions of other athletes, take them for granted, or ignore them. You may not listen well, or you may do things that make you seem insensitive to team members, although that is not your intention, and there is a good chance you are not even aware of this. You likely do not get very “personal” with team members. Perhaps you are reserved or shy, you may be new to the team, or you may have been hurt by someone close to you in the past, and fear taking the risk again. On the other hand, many athletes choose to keep an emotional distance from the rest of their team purposely, to better maintain objectivity and control. Some athletes with this score think they are better than the others. Ask some people about how they view you as a team member. Consider getting some coaching on how to be a better team member.

#### 5. Attitude toward Interpersonal Conflict:

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



Get a group of people together doing something they are passionate about and there WILL be conflict. This score measures your attitude toward conflict with other athletes. Are you aggressive or passive toward team members when they do something you don’t like, or make mistakes in or out of the water? 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. Athletes 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. Understanding Mechanics and Tactics:

How well do you grasp the techniques required to win in swimming, like body position, creation of power and the fundamental swimming technique?



Do you see and understand what actions must be taken to win? This score reveals your mental grasp of tangible, observable swimming realities, like what effort causes what result, and what do you physically have to do to succeed? We are talking about the visible mechanics and execution of swimming. If you were a robot and your coach could program you to execute the “perfect” swimming technique, how would he or she program you to do this? The more accurate your technique, the better “programmed” you are to execute the “perfect” swimming technique.

A **high score** indicates you know what to do and when it needs to be done in any given swimming situation. You “get it” and see the individual and team mechanics clearly. You powerfully focus your energy on the practical, tactical, and technical aspects of winning swimming. You have a clear understanding of the mechanics of body position, creation of power and water efficiency.

*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. Attitude toward Swimming Successes:

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



Do you bring a “winning spirit” to your team or do you focus more on errors and mistakes? Swimming has many routines and rituals. Each team has its own “norms” and rhythms. This score reflects your attitude toward conforming to those routines and norms. It shows how you relate to your team’s success and failure. It indicates the degree to which you are engaged in the ‘flow’ of the team. Are you “all in” and a positive contributor to team chemistry, or do you drain energy from the team?

An **under-valued attitude** suggests you do not pay enough attention to doing things right technically. You likely do not put much energy into improving technique, and your performance may suffer because of it. Team wise, you are not highly invested in seeing that the team does things “right” and may lack trust in your team members’ ability to execute. You may be uncomfortable with established swimming routines or take the success aspects for granted. You may think you already know and understand all the mechanics of swimming, 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.

You generally count on your team members to “know” what they are supposed to do, without always providing support, or getting actively engaged. You may be impatient with lesser skilled athletes, or the process it takes to reach a higher performance level, but this does not last long for you. You do clearly see and understand what it takes to perform well, and tend to get back on track with your team quickly.

## 8. Attitude toward Swimming Challenges:

What is your attitude toward technical flaws and mistakes? What is your response to your team members when “bad” things happen?



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

A **neutral attitude** shows you take a balanced, realistic attitude when “bad” things happen in races. You generally cope well when a team member makes a technical mistake or error, and tend to handle performance problems or mechanical challenges maturely as they arise. You put the right amount of energy into problems. You care about what happens, but you do not blow negative technical things (which are bound to happen) out of proportion. This is the best place to be on this item.

## 9. Understanding Discipline, Rules, & the Training Program:

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



This dimension is about “what’s what” in swimming in terms of how the game is organized: the rules, strategies, plans and purpose for each. It involves the standards, principles, organization, policies, 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 swimming?

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

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## 10. Attitude toward Coaching and Respect for Authority:

How cooperative and respectful are you toward coaches, referees or team rules?



This score measures your attitude toward the benefits of respecting and obeying authority. Do you think it is helpful to be “coachable,” respectful of referees, and do what your coaches 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 training strategy and rules that coaches and team leaders set. You also tend to accept referee rulings and decisions.

You have a deep love for swimming, as well as intense devotion and dedication to high competition standards and principles, and even if you disagree, you will respect official rulings and go along with referees’ 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 athletes to follow rules for a team to be successful, but you may be a bit stiff about it.

## 11. Attitude toward Defiance:

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



When you sign up to compete in a sport you give authorities a lot of power. Like it or not, your coach makes the decisions and rules and the referee makes the calls. 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 swimming systems.

An **under-valued attitude** indicates you make rule breaking, poor decisions by team members and coaches, and breakdowns in systems less bad than they objectively are.

You tend to accept an occasional loss of mental focus, breaking rules, and slacking off when it comes to training demands and requirements as a routine part of the sport that all athletes go through at times.

## 12. Understanding What it Takes to be a Winner:

How well and able are you to see and understand what it takes to win in swimming?



This is the second of the two most important scores in this report. It's your summary score for the part of swimming that is happening "inside of you." The higher your score, the better your understanding, confidence, mental resilience and self-esteem are in swimming. 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 sport is putting up internal road blocks and those blocks are keeping your talent from showing up in the water. If you have dreams of competing at higher levels, improving your score here is key.

A **high score** indicates you have high levels of self-confidence, 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 swim to WIN. This is also good news for you in your life out of the water.

## 13. Emotional Self Control:

How well do you handle and respond to swimming or competition stressors that directly affect you in and out of the water?



This score measures how well you handle the stresses of everyday life as a swimmer. If you have emotional self-control you have the ability to manage your emotions well, staying cool and collected when confronted with personal or competition 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 situations like competitions. You also likely handle the stresses of daily life out of the water well.

#### 14. Self-worth as a Swimmer:

How well do you understand the value you bring to swimming as a unique individual – apart from your team performance?



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

A **high score** indicates you 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 swimming. You have faith in yourself and your swimming potential, and understand your strengths and weaknesses very well. You have developed a strong comfort level and feel at home in the water, and you enjoy just being yourself. This frees you to access your physical talents and technique to realize your potential.

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#### 15. Attitude toward Personal Swimming Potential:

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



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 swimming 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 technical change, or winning a tough race. 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. Attitude toward Personal Problems:

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



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

A **neutral attitude** indicates an objective and realistic awareness of any personal problems or shortcomings you may have, and the likelihood you are doing what you can to overcome these problems. In other words, when problems do come your way, you respond in a balanced, mature way.

## 17. Swimmer Role & Performance:

Do you feel your talents are being fully utilized within the demands of your current position on the swim team? Are you “all in” with the team and your role in it? Are you and your team a good fit?



This score measures your ability to be at peace with your roles as a swimmer both in and out of the water. It indicates the degree to which you are getting personal fulfillment from your role as a swimmer.

A **high score** reflects strong identification with your swimming role and indicates you are not experiencing position or role conflict. You likely feel at home in the events you are swimming in, and your role in the swim team. You don't spend time wishing your position in the team was different. This helps you stay “present” focused during training and racing with your energy focused on your swimming role.

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### 18. Attitude toward Swimming Big:

Do you go “all-out” when you swim? Do you ‘Go Big’ every opportunity you have to do so?



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

An **over-valued attitude** indicates you know you are good, you love and support your team and you are fully committed to improving your performance. You are free to compete and you compete to win. You get a deep sense of personal satisfaction and fulfillment from swimming and your role in the team. You welcome the challenges and opportunities you are presented with. You have an attitude of self-confidence – you love working hard to maintain competition readiness and do your part in maintaining good health and conditioning. No matter what your position, you maintain strong personal commitment to Go Big!

### 19. Attitude toward Performance Problems:

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



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 performance. This may include poor training habits or conditions, not “fitting in” with your current team, negative coaches or team members, or too many requirements and expectations from others which seem too high for you to meet.

A **neutral attitude** indicates you realize that problems do happen and you have a realistic and objective view toward them. You generally have good training habits and try to prepare for competition well, but both areas have room for improvement. You are good at weighing the pros and cons of your own performance problems, and know what happens to your performance if you slack off in training at times. This score may also mean you are resigned to your current situation, or waiting for a change or better opportunity.

## 20. Maintaining a Winning Mindset:

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



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 swimming? 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 competing in the sport of swimming. You are confident the future will bring success, so you are able to Go 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 meet and you have clear performance goals. You also have the discipline and commitment necessary to forge ahead and make your dream come true.

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## 21. Attitude toward Mental Toughness & Drive to Win:

How strong is your positive mindset?



This score measures the quality of your desire for success in swimming (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 resilience and tenacity you have to reach your swimming 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 **under-valued attitude** indicates a current lack of mental resilience, self-discipline, energy and drive to win, and you may not know what you need to do to get it. This could be the result of your inability to clear your mind of recent losses, bad strokes, or errors in the water. You may not believe in yourself sufficiently to compete 100%, and potentially, lose your mental composure if you allow it to be affected by adversity or criticism.

In your case, this score is much less significant, and any problems you may be experiencing in this area are likely temporary or situational. Something is undermining your mental toughness right now, but you are likely to get over it very soon. You “know” what to do and should be able to resolve things quickly and move on.

## 22. Attitude toward Personal Setbacks:

How do you handle adversity, failure and disappointing outcomes?



Swimming is a sport of adversity. If you haven’t failed in a heat recently you will fail very soon. To succeed in swimming 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 swimming 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 compete at your best consistently, work on developing stronger resistance to falling into mind-traps.

### 23. Decision-making Ability:

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



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

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

### 24. Intuition:

How well can you “feel into the play” and make intuitive, “gut” decisions that turn out well?



Great swimmers like Michael Phelps have a “6th sense” that enables them to anticipate what’s going to happen next. That’s called “intuition.” This score reveals your capacity to correctly sense the most important aspects of what’s going on in a race and take the right actions despite not having all the facts. For example, you can “guess” what the opposition is going to do before they actually do it.

A **low score** indicates you have a difficult time making intuitive decisions on the gut level. You need to get all the facts, think things through, or get coaching guidance to feel confident you are taking the right action. Things happen fast in swimming, a low level of intuition slows you down. It makes you more likely to just miss making the best move.

### 25. Concentration:

How well do you maintain focus throughout the meet?



Your Concentration score tells you how powerfully you can focus your energy and attention.

A **moderate score** shows you have average concentration and attention spans. Not a major weakness, but not a great strength for you either. Obviously the better you can focus, the better you can compete.



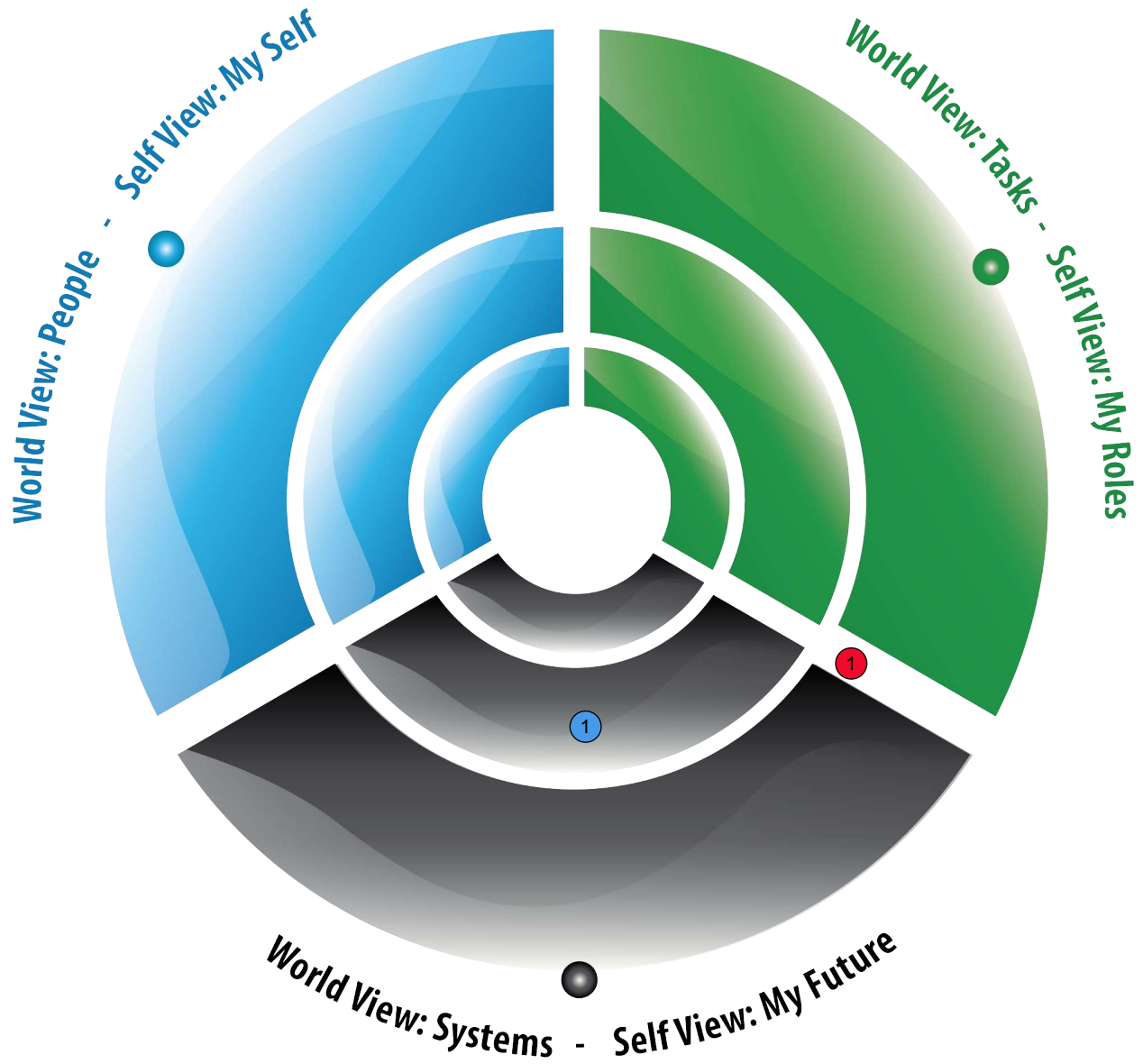
## 26. Intuition:

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



Great players seem to have a “6th sense” that enables them to anticipate what is going to happen next. That’s 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 **low score** indicates you have a difficult time making intuitive decisions on the gut level. You need to get all the facts, think things through, or get coaching guidance to feel confident you are taking the right action. Things happen fast in competition and a low level of intuition slows you down. It makes you more likely to just miss making a great play instead of making it.



World View = 

Self View = 