



## **Behavioral Sports Coaching Style Index™**

### Sample Report

Platform Taken On: -

Date & Time Taken : 01.29.2014 09:18 AM (Eastern Time)

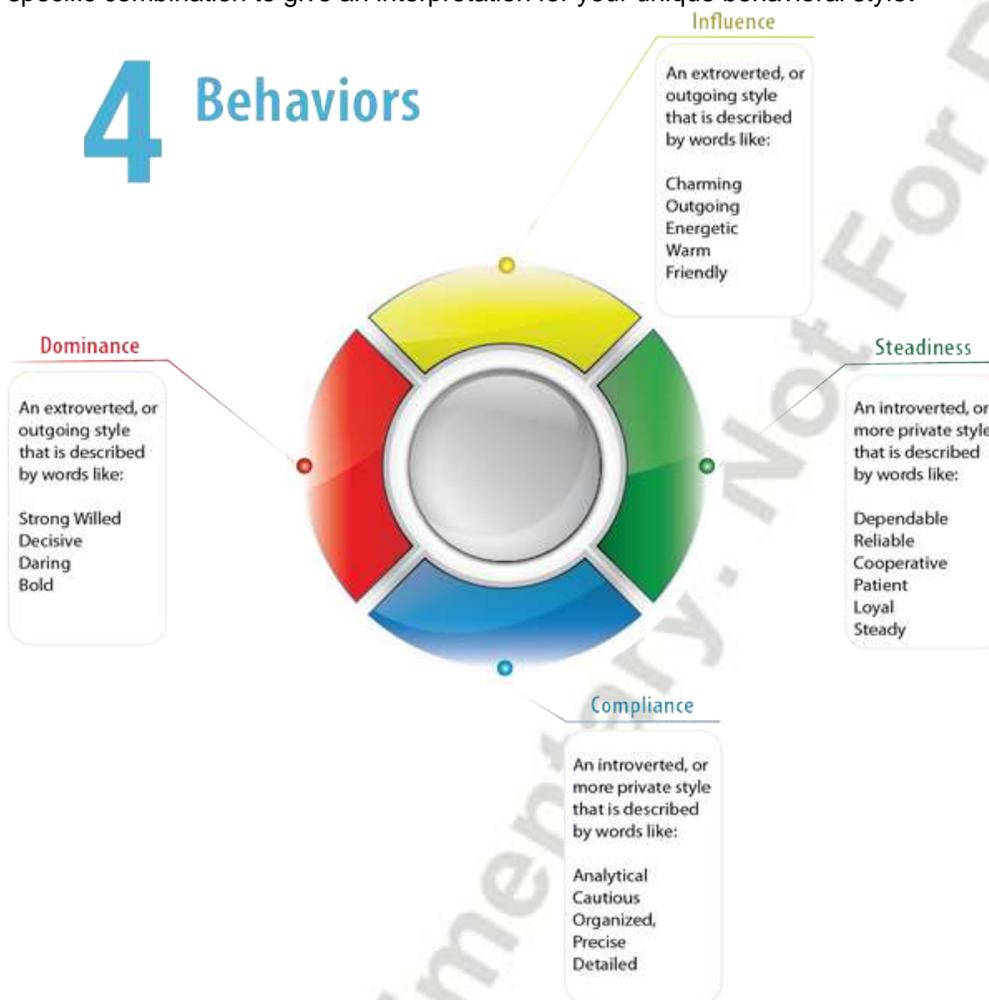
Assessment Duration: 0 Minutes

**Well-Run Concepts Inc.**  
*Job Matching and Developing Top Talent*



## 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.



## 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.

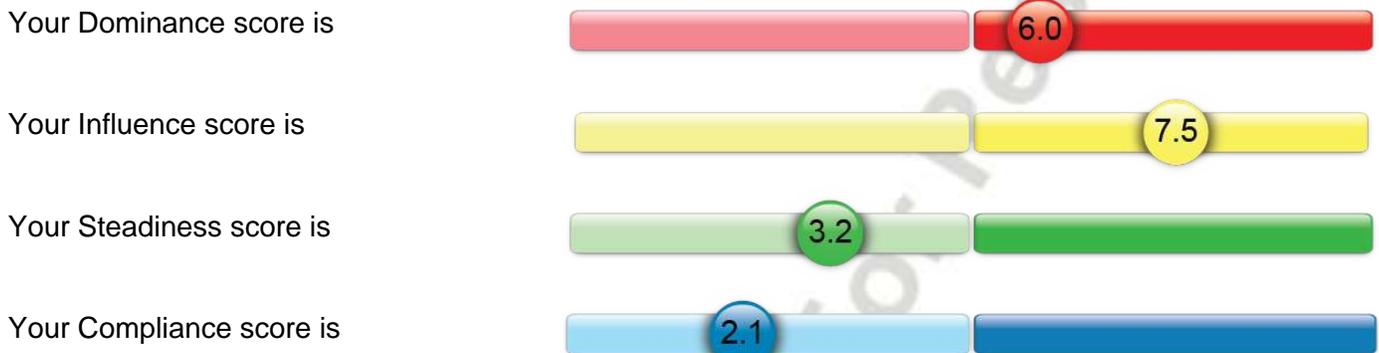
**YOUR NATURAL STYLE:** Detailed information about your **Natural Style**.

**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	Sport	Adaptation
Dominance	6.0	8.1	2.1 UP
Compliance	2.1	3.2	1.1 UP
Influence	7.5	6.6	0.9 DOWN
Steadiness	3.2	3.1	0.1 DOWN

Behavioral Attribute	Natural	Sport	Adaptation
Competitive:	7.5	9.5	2.0 UP
Pace:	6.0	8.0	2.0 UP
Collaborative Team Player:	3.2	1.6	1.6 DOWN
Organization:	1.0	2.3	1.3 UP
Detailed Analysis:	1.0	1.5	0.5 UP
Flexibility:	7.5	7.0	0.5 DOWN
Interacting with People:	9.0	8.5	0.5 DOWN
Multitasking:	7.0	7.5	0.5 UP
Time Management:	3.3	3.8	0.5 UP
Focused on Other's Needs:	7.0	6.8	0.2 DOWN

## 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 tend to be very trusting of others.
- You have a great sense of urgency to get things done.
- You tend to have a certain charisma that makes people want to listen to you.
- You prefer to have a friendly conversation rather than a good argument.
- You are a problem solver who tends to work with people to get things done.
- You might have difficulty finishing a project before moving to the next.
- You are outgoing, extroverted and enjoy it when others pay attention to you.
- You are very social and enjoy talking with other people.
- 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.
- You enjoy constantly changing goals and objectives.
- You tend to make new friends easily and are comfortable starting, and engaging in conversations with strangers.
- 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 usually do not come across as demanding, but are seen as warm, friendly, and optimistic.

## Your Style Strengths

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

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

## Potential Pitfalls of Overextension

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

- 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.
- 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.

## Potential Fears

What are some things that can cause you concern?

- Being disliked
- Losing control
- 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 multitasking is encouraged
- Where rewards are given for being able to drop everything and change tasks and priorities quickly
- Where you can influence others to get things done
- Where people are warm and friendly
- Where there is a lot of personal contact with others
- Where there is open communication and trust
- Where there is a focus on results through people
- Where there is an opportunity to lead others
- Where friendly competition is encouraged and rewarded

## Behavioral Motivators

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

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

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

## How Others Should NOT Communicate with You

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

- 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
- Do not turn away or ignore you when they are done with a conversation
- Do not come to you unprepared or disorganized
- Do not cut you off while you are talking, or talk over you
- Do not talk down to you or with an air of superiority

### **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.

- Overly reactive
- Panicked
- Overly talkative and loud
- Overly competitive
- Too reliant or dependent on others
- Too demanding
- Completely disorganized
- Overly emotional
- Running around trying to do a multitude of things at once
- 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 C) Give details to support decisions
- (High S) Do not interrupt them or talk over them. Listen to what they have to say
- (High S) Give extra time to adapt to changing priorities and tasks
- (High C) Make sure you are organized in a check your facts
- (All Styles) Listen to their point of view before making a decision
- (High C) Respect their personal space

## 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 **moderate score** indicates you can be a collaborative and supportive member of a team, but may also want to take sides at times, take the leadership role, or be more aggressive depending on the situation at hand.

### 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 **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 **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 **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 **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 **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 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 have difficulty finishing one project before moving to others.
- You do not mind taking on many projects or multitasking.
- You tend to make new friends easily and are comfortable starting, and engaging in conversations with strangers.
- You are very decisive, which at times may cause you to make a decision without all of the facts, details or examining the possible negative outcomes.
- You do not mind confrontation or a good debate.
- You are demanding of others, and expect your directives to be done.
- You do not mind constantly changing goals and objectives, and probably enjoy the challenge.
- You are competitive and like a good challenge.
- You like your information to be direct, forthright and to the point without too many details.
- You are comfortable delegating to others.
- You tend to be a risk taker.
- You are a problem solver who tends to utilize people to get things done.
- You have a great sense of urgency to get things done.
- You may come across as impatient with others.

## 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 score** indicates you exhibit dominance in your sports coaching 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 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 **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 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 **low score** indicates you do not tend to focus on being a collaborative and supportive coach. You may be more concerned with winning, reducing errors or following the game plan. You may be seen as demanding and unsupportive coach.

### 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, 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 **moderate score** indicates you are often able to listen to your players's and other 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 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 **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 coaching. 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 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 **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.

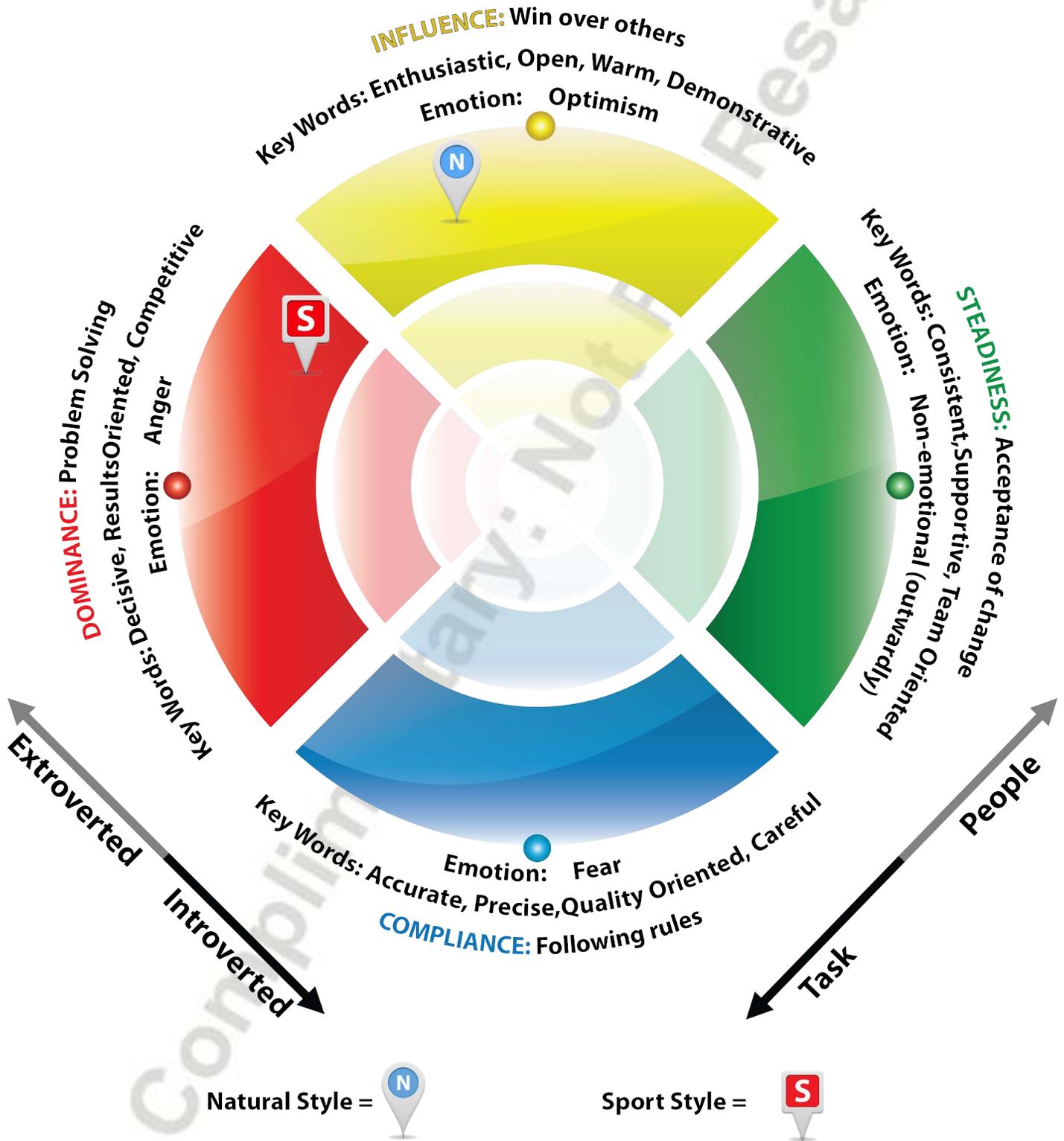
### Time Management:

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.



**Action Plan**

Complimentary: Not For Resale