

Emotional Intelligence Sports Inventory

ESi

Self Report

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Report prepared for: **John Sample**

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RocheMartin

Inspired Emotional Intelligence

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Introduction

EMOTIONAL INTELLIGENCE SPORTS INVENTORY™

Emotional Intelligence Sports Report

This report is designed to provide you with a comprehensive interpretation of your emotional intelligence and its impact on your sporting success. The report includes: a validity scale, a global Emotional Intelligence score; your scores on 10 emotional and social competencies linked to effective sporting performance and a detailed exploration of the meaning of your scores. The report also describes specific coaching strategies for developing your emotional intelligence and an action plan to help you design a personal plan to build the skills and resources necessary for responding to the challenge of elite sports competition.

What is an 'Emotional Competency'?

An emotional competency is a specific emotional skill that can enhance your sporting performance when put into practice. The emotional competencies in this report are based on scientific studies linking emotional intelligence to effective sports performance in elite athletes.

How Do I Get the Most Out of My Report?

Given that higher than average levels of emotional intelligence have been found to characterize elite athletes, the Emotional Capital Inventory™ benchmarks four levels of functioning.

- Step 1.** Review your score on the Positive Impact Scale to determine the accuracy of your report.
- Step 2.** Review your Profile Summary. This provides you with your scores on the ten factors measured by the ESi™. Focus on your scores listed as 'Strength to Build On' and 'Signature Strength' and use the comments in the report to think about how you may apply these more effectively.
- Step 3.** Review scores listed as 'Development Need', 'Development Opportunity' or 'Moderate' and consider the coaching strategy to build your competencies in these areas.
- Step 4.** Review the 'Sports Psychologist' comments at the bottom of each section for further insight into how to develop these skills over time.
- Step 5.** Complete the final section - Action Plan. This section of the report provides you with an opportunity to create a blueprint to build your emotional wealth and leadership effectiveness.

Inventories like this one, although based on good science, are always approximations and estimates, not precise indicators. Because of the margin of uncertainty you should use your own judgement as you review your results. The aim of the report is to help you gain a better understanding of your skills and how to improve your overall sporting success.

ESi™ Competency Scales

- Self-Awareness**
- Self-Confidence**
- Self-Reliance**
- Achievement Drive**
- Competitiveness**
- Resilience**
- Focus**
- Self-Control**
- Flexibility**
- Optimism**

Discretionary Comments

Your scores on these competencies represent your self-reported level of skill in managing these emotional skills. The ESi™ is designed to act as an interpretive aid and should not be used as the sole basis for placement, intervention, or other kinds of decision making. The report is based on interpretations most common for the scores that are obtained. Unusual interpretations must be explored with other instruments on a case-by-case basis.

The information that is provided in this report should be used as a means of generating hypotheses and as a guide to your assessment. Higher scores are associated with greater levels of emotional capital and better performance.

Score Key:

Development Need	≤ 80	Your level of emotional intelligence in this area is likely to be limiting your effectiveness. Developing your skills here is essential to your success.
Development Opportunity	81 - 90	Your level of emotional intelligence is adequate, but there is opportunity for improvement. Capitalize on the opportunity to develop this into a strength.
Moderate	91 - 110	Your level of emotional intelligence in this area is typical of the general population and there is room to develop this skill to enhance your leadership.
Strength to Build On	111 - 120	You have above average emotional intelligence in this area. Build on this strength by considering additional strategies to create emotional wealth.
Signature Strength	† 121	Your score suggests you have above average emotional intelligence in this area. Seize every opportunity to lead with this strength to capitalize on your success.

Positive Impact - 92

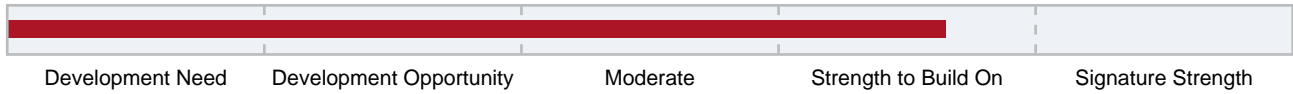


Your scores indicate that you approached the assessment in an honest and straightforward manner. This suggests that your results are likely to be an accurate reflection of your experience.

Profile Summary

Total EC Score **104**

Self-Awareness | 117



Self-Confidence | 112



Self-Reliance | 86



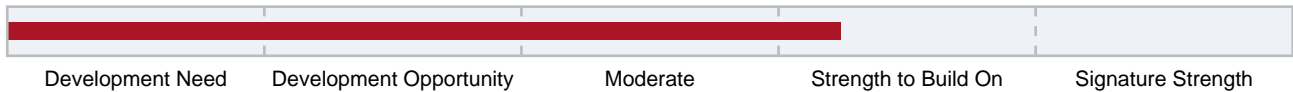
Achievement Drive | 112



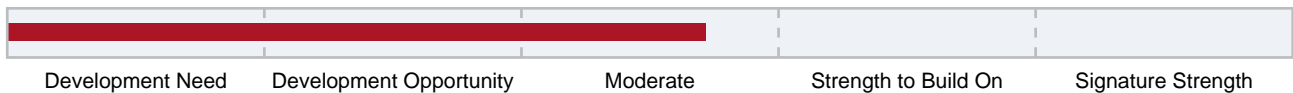
Competitiveness | 117



Resilience | 113



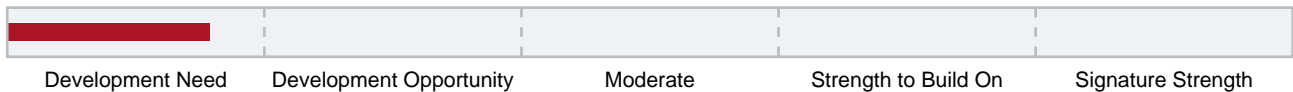
Focus | 105



Self-Control | 97



Flexibility | 78



Optimism | 96

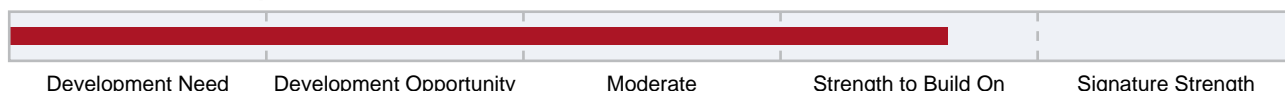


Score Key: Development Need <80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength >121

Self-Awareness

Emotionally intelligent athletes are aware of their emotional experience and understand how their underlying motivations and beliefs impact on their performance. They have the capacity to tune-in to the messages their bodies are constantly sending and recognize how their feelings and emotions impact on their personal attitudes and judgments.

Self-Awareness | 117



STRENGTH TO BUILD ON

Your results indicate that you have the ability to recognize and express your thoughts and emotions and understand how these affect your performance. A good understanding of your inner self (self-awareness) is a great starting point for achieving excellence in your sport.

Coaching Strategy

- ✓ Tune into physical sensations to become aware of your feelings when you confront new performance challenges - listen to your self-talk (the things you say to yourself or others about your ability) during training and competition, and identify what you are thinking and feeling – recognize what thoughts drive positive or negative emotions.
- ✓ Know your blind spots and talk to others, including your coach, about things that hurt your performance – you will need to develop a tough skin to do this, but great athletes know all they can about themselves.
- ✓ Look for emotional signs during competition – when and why does your mood drop or lift? What are trouble spots and the emotions that trigger a drop in your performance?
- ✓ Following every competition take a few minutes to evaluate your performance - ask yourself if you achieved your goals, what went well, what didn't go well and what do you need to work on going forward?

Sports Psychologist

Solid self-awareness provides the basis for developing all of the other nine emotional intelligence competencies. Your responses to the challenge of sports competition may be positive or negative, but remember, your feelings will be either helpful or harmful to your performance. Negative feelings are often linked to anxiety and fear. Positive feelings are often linked to situations in which you feel in control or appropriately challenged.

Begin to notice the links between what you are feeling and what you are doing during practice situations. Introduce a brief pause to check your emotional pulse. Learn to recognize how your emotions affect you in the moment. Become a witness to your thoughts and notice physical signs that accompany a particular feeling.

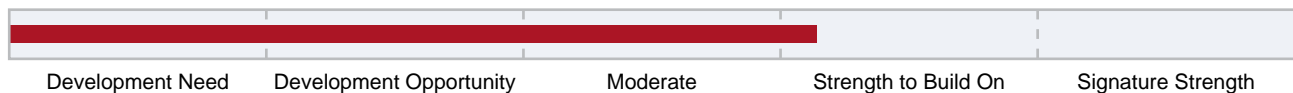
Try to suspend judgment of yourself and others and take an honest look at what you are thinking and feeling and identify those positive feelings that enhance your performance. Remember that emotional mastery is achieved through self-awareness, self-control and regular practice.

Score Key: Development Need ⚡80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength †121

Self-Confidence

Emotionally intelligent athletes accept and respect themselves and essentially like the people they are. They are confident in their skills and talent and believe in their ability to perform at high levels. Self-confidence may be the single most important emotional contributor to success in sports competition.

Self-Confidence | 112



STRENGTH TO BUILD ON

You have good levels of self-confidence that enable you to feel good about yourself and maintain the high levels of motivation necessary for sustained performance. Others are likely to see you as having sufficient self-assurance to hold-up under the pressure of intense competition. Self-confidence is comprised of self-liking and self-belief and is a key factor underpinning your ability to maximize your talent.

Coaching Strategy

- ✓ Make a habit of continually improving your self-confidence by setting challenging goals and commit to being an even more confident athlete.
- ✓ Preparation is the key foundation for confidence, giving you a greater sense of control over your performance – rehearse all elements, physical, tactical and emotional, such as: specific skills and plays, effective reactions to setbacks and the emotions associated with successful performance.
- ✓ Be aware of the tendency to set very high standards for yourself as this may lead to perfectionism and leave you vulnerable to focussing on imperfections - remember to celebrate the thrill of a job well done and measure yourself by what you have accomplished rather than by what you have not yet achieved.
- ✓ Create an upward spiral of self-confidence by exposing yourself to adversity such as difficult conditions, bad weather, and challenging opposition; choose to remain positive and in control.

Sports Psychologist

William James, the great American Psychologist once said that the greatest discovery of his generation was that “human beings, by changing the inner beliefs of their minds, can change the outer aspects of their lives.” If you form a picture in your mind of what you’d like to be and keep and hold that picture there long enough, you will soon become exactly as you have been thinking. Sharpen the picture of the athlete you aspire to be and focus on it daily.

This imagery can enhance self-confidence by allowing you to:

- Overcome difficult competitive situations such as poor field conditions or a hostile crowd
- See and feel yourself performing well in actual competition
- Recall memories of past experiences of success
- Use positive self-talk to increase confidence in future performance
- Imagine a positive emotional mind throughout an imagined competitive event

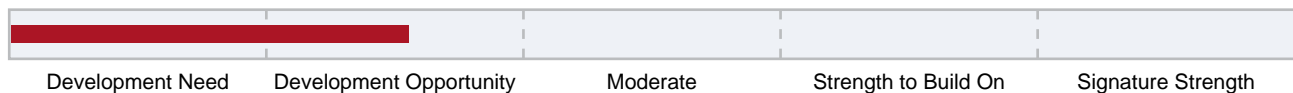
Self-confidence comes from within and is fundamentally a relationship that you develop with yourself. How you feel about yourself is within your control. Making the decision to like and believe in yourself is the surest way to generate the emotional energy necessary for sustained success.

Score Key: Development Need ↴80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength †121

Self-Reliance

Emotionally intelligent athletes have the power to be self-motivated and self-directed. They take full responsibility for their own performance and make independent decisions. They are inner-directed with the emotional strength and responsibility to choose their response to the challenge of performing well.

Self-Reliance | 86



DEVELOPMENT OPPORTUNITY

Your results indicate that you tend to rely on others to drive your performance and find it difficult to act independently. It is critical to your success that you develop your self-belief and take more personal responsibility for your sporting achievements.

Coaching Strategy

- ✓ Accept personal responsibility for every aspect of your training and preparation for competition.
- ✓ Determine to stop blaming others when things go wrong with training or competition, and take full responsibility for your own actions and mistakes.
- ✓ Keep a daily record of your training schedule and score yourself out of 10 for your effort and performance.
- ✓ Building emotional self-reliance requires the gradual removal of the defensive blocks that you've erected to protect yourself from failure; this requires that you stop playing it safe, take more risks, and put yourself on the line more often.
- ✓ Take action in which the dominant influence is your personal conviction rather than depending on others.

Sports Psychologist

To take personal responsibility for your actions recognize that you cannot always change your circumstances, but you can change yourself. To take full control, ask yourself how you can take responsibility for the outcome of your actions. In other words, building self-reliance is largely the challenge of overcoming the fear of accepting responsibility for your thoughts and actions and this fear is often experienced in four different ways:

Insecurity - ask yourself: "What am I most afraid of losing?" (self-respect, love, money, health, power etc.)

Anxiety - ask yourself: "What am I most afraid of changing?" (self-image, lifestyle, income bracket, friends, social status, habits, etc.)

Fear of Failure - ask yourself: "In what ways am I most afraid of failing?"

Fear of Rejection - ask yourself: "How am I afraid that I may be rejected en route to this goal? Whose rejection do I fear most?"

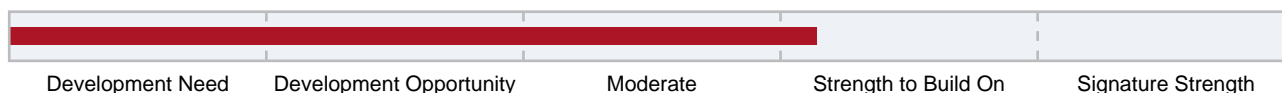
Become more self-reliant by taking greater responsibility for your thoughts, feelings, and actions. Overcome anxiety by asking yourself: What do I need to gain greater control of in order to accomplish this goal? What do I need to let go of?

Score Key: Development Need 70-80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength 121+

Achievement Drive

Emotionally intelligent athletes possess a strong drive to achieve personally meaningful goals. They know what they want to accomplish and are energized by the stimulus of pushing themselves outside of their comfort zone to take on new challenges.

Achievement Drive | 112



STRENGTH TO BUILD ON

You are most likely to be someone who is energetic, motivated and successful - always looking for ways to improve your performance. You typically have a wide variety of interests and derive a great deal of satisfaction from your hard won achievements. Continue to pay attention to what makes you feel alive and energized – to what interests and excites you.

Coaching Strategy

- ✓ Set high personal standards that drive you to constantly seek performance improvements for yourself; learn new skills that lead to performance improvement and take calculated risks - too much safety can lead to mediocrity.
- ✓ Learn to “let go” by calming your mind and body and use mental pictures of your success to develop concentration; hold the mental picture of the desired end result in mind for a few seconds regularly throughout each day.
- ✓ Create the right motivational climate by focusing on performing your sport for the intrinsic enjoyment of the experience rather than the outcome.
- ✓ Refocus on the pride, enjoyment, interest and satisfaction you derive from your achievements as opposed to just the tangible rewards you receive for being successful.

Sports Psychologist

Achieving peak performance involves focused attention on the things that are most important to you. It is really about your level of passion - the force that keeps you moving towards your goals and reaching for higher ground. Psychologists describe this ideal performance state as ‘flow’ which involves: responding to a task that is challenging and requires skill and concentration; having clear goals, receiving immediate feedback on performance; experiencing a deep, effortless involvement and extraordinary awareness; having a sense of control; and losing any sense of self-consciousness.

Five Steps to Build Passion:

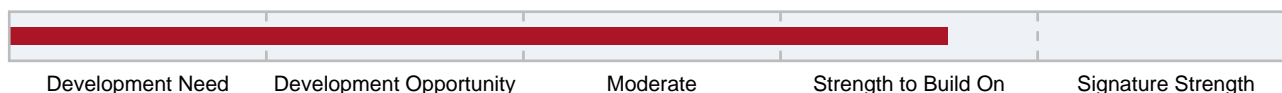
- 1. Tune in to your discontent.** Becoming aware of what you’re not happy with is the first step in fuelling your passion.
- 2. Where you stand determines what you see.** It all starts with a vision of what you would like to achieve. The clearer your goals are, the greater the energy available to achieve them.
- 3. Who you listen to determines what you hear.** The most influential factor in developing your passion will be the voices of other people in your life. Associate with other passionate people.
- 4. What you do determines who you are.** Who you are and what you achieve is forged by your actions. If you want to increase your passion, act ‘as if’ you already have it.
- 5. How you feel determines how well you do.** To increase your passion, focus your attention on your positive strengths. Value who you are, what you do and what you have.

Score Key: Development Need 70-80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength 121-130

Competitiveness

Emotionally intelligent athletes have a strong desire to strive for success in competition. They enjoy competing against others to win, but primarily focus on challenging themselves to reach their optimal performance. They measure their success by performing at their personal best.

Competitiveness | 117



STRENGTH TO BUILD ON

You report being highly competitive and very motivated to succeed. You appear to enjoy the sporting contest and are able to direct your abilities and energies toward achieving your goals. Intense competition is likely to draw out your best performance.

Coaching Strategy

- ✓ Your passion for competition provides you with an intense love for your sport and the desire to be the greatest at what you do – continue to build expectations of success.
- ✓ You demonstrate a persistency, strong will to win and high expectations of success – continue to focus on success and contrast these feelings by minimizing your regard for the competitive situation or the ability of your opponents.
- ✓ Your work effort outside the competitive arena should even better than your performance inside it - competitiveness inspires practice, and practice leads to success.
- ✓ Be willing to practice hard and train in the off-season, eat right, manage your weight and make the sacrifices necessary so that one day you can be the best competitor in your sport.

Sports Psychologist

One aspect of competitive sport that clearly separates elite athletes from others is their level of competitive drive. Sports research has established that competitive drive is made up of three dimensions: *Competitiveness* – the desire to strive for success; *Win Orientation* – a desire to win interpersonal competitive sporting events; and *Goal Orientation* – a focus on having personal goals. Elite athletes score higher than regular athletes on all three dimensions, but competitiveness is the factor that most clearly distinguishes the elite.

3 Steps to Build Competitiveness:

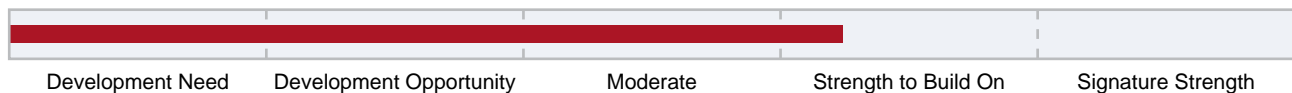
- 1. Competitiveness** - Be clear why it's important - the desire to win, to be the best, to be remembered, to be loved – first establish a clear vision of what you want to achieve – what your success actually looks like.
- 2. Win Orientation** – Give your vision of success sustained, focused attention and practice thinking like a winner; visualize your success before training or competition – this will build competitive drive, an intense love of your sport and a desire to be the best at what you do.
- 3. Goal Orientation** – Building competitiveness is a matter of directing your abilities toward important goals. Establishing meaningful, personal goals provides the focus for your abilities - your behavior and emotions all change because you are clear and specific about achieving the rewards of winning.

Score Key: Development Need ↯80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength †121

Resilience

Emotionally intelligent athletes cope effectively with major setbacks, pain and disappointment in sport. They have developed a strong will to succeed and a capacity to maintain a positive, personal vision of what can be achieved. They are determined to succeed and have the ability to bounce back from performance setbacks by focusing on the task ahead rather than the negative emotions.

Resilience | 113



STRENGTH TO BUILD ON

Your results indicate that you thrive under the pressure of competition and have both an internalized motivation to succeed, as well as an ability to bounce back from setbacks. It is important that that you remain fully focussed on the tasks in front of you and resolute in your belief that you can achieve your competition goals.

Coaching Strategy

- ✓ Developing resilience involves becoming more emotionally aware; remember you can't change what you don't acknowledge – pay attention to both the negative emotions that block your ideal performance state as well as the positive emotions that support peak performance.
- ✓ Decide to let go of mistakes quickly if things do not go to plan: a key part of resilience training is to use success and failure as feedback – the question is not whether you won or lost, but what will you do with the feedback?
- ✓ Look at setbacks as a stepping stones for future achievement; view mistakes and failures positively and refuse to see them as dead-ends; they're an inevitable part of sports competition - use them as learning experiences and recommit yourself to applying what you've learnt.
- ✓ Build a strong network of social support who are positive and committed to your success.

Sports Psychologist

Renowned sports psychologist, Jim Loehr refers to resilience as 'mental toughness' and insists that it is a learned capacity to produce a unique emotional response in competition. Producing the right emotional response during competition requires great emotional skill involving the courage to apply and re-apply emotional energy in the face of persistent challenge such as: tanking – giving up on the inside, anger and negativism: as well as choking – performing poorly because of fear.

Developing mental toughness involves managing emotional energy by taking 7 actions:

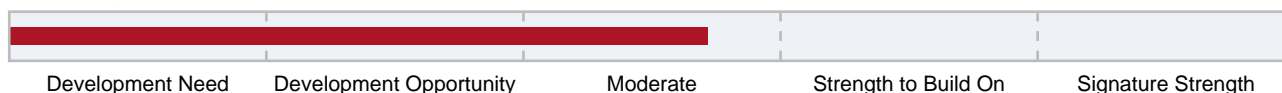
1. **Cultivate it** - maintain an internalized drive to succeed
2. **Own it** - take personal responsibility for outcomes
3. **Control it** - gain psychological control over fear of failure
4. **Toughen it** - thrive on the pressure of competition -
5. **Focus it** - remain fully focused on the task in the face of distractions
6. **Redirect it** - bounce back from setbacks with renewed determination to succeed
7. **Accept it** – acknowledge that anxiety and disappointment are a natural by-product of intense competition

Score Key: Development Need ⚡80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength †121

Focus

Emotionally intelligent athletes have the ability to maintain an effective focus and avoid distractions that can interfere with their best performance. They are able to sustain concentration and stay centered regardless of what is happening in the competitive situation.

Focus | 105



MODERATE

Your scores suggest that you are generally able to maintain an effective focus and can deal with the distractions that interfere with your optimal performance. Continuing to improve your focus is essential to your competitive success because it determines your ability to direct your best efforts.

Coaching Strategy

- ✓ Concentrate on the process of performing rather than the outcome of your effort – you can't control whether you win the event, but you can control how you perform.
- ✓ Let go of mistakes and past failures and do not be distracted by looking too far into the future – instead, stay in the moment.
- ✓ Establish particular cues such as the sound of a whistle, the waving of a flag or the noise of the crowd as a trigger to ask yourself the questions: "What do I need to do now to perform at my best?"
- ✓ When under pressure, focus on a word such as 'relax' or 'calm' and repeat it several times as you breathe out – use this approach to control your focus each time you are under pressure.

Sports Psychologist

Eminent sports psychologist, Jim Loehr has developed a set of four mental and physical routines performed in sequence to assist athletes to respond to pressure - The 16-Second Cure." This approach can be adapted and applied in situations that require the athlete to regain and sustain focus.

Stage 1. Positive Physical Response – (3-5 seconds) Make a quick, decisive physical move to create distance from the distraction (e.g., pumping action with the arms, a clap).

Stage 2. Relaxation Response – (6-15 seconds) Think calming thoughts, such as "settle-down," "relax," and focus on a series of long slow breaths.

Stage 3. Preparation Response – (3-5 seconds) Project a very confident, aggressive image, followed by confident self-talk such as "I can win this," and mentally planning the next move.

Stage 4. Automatic Ritual Response – (4 seconds) Delay action and produce a ritualistic response, such as bouncing the ball, walking away, stretching - let go of thoughts, even self-talk, and focus on producing instinctive, automatic actions.

Score Key: Development Need <80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength >121

Self-Control

Emotionally intelligent athletes are able to manage their emotions well and stay calm when under pressure. They have the ability to stay motivated and persist in the face of frustration. They are able to manage their shifting moods to maintain composure and an optimal level of arousal to think clearly and act appropriately.

Self-Control | 97



MODERATE

Your results indicate that in most circumstances you are able to manage the pressure of training and competition. However attempts to deal with stressful situations can still be associated with strong emotions that cause you to behave erratically. In these times, you may be putting yourself and others under pressure and this can have a negative impact on your performance.

Coaching Strategy

- ✓ Focus on what you can control; become task oriented and concentrate on the immediate performance demands rather than what causes you anxiety.
- ✓ Respond rather than react to difficult situations by introducing a pause before speaking and acting impulsively.
- ✓ Examine negative 'self-talk' (the things you say to yourself or others about your ability) that drives your negative emotional reactions in stressful situations.
- ✓ An important step in strengthening self-control is to become aware of what you need to gain greater control of in order to accomplish your goals, and what do you need to let go of.

Sports Psychologist

Mark Anshel, a prominent sports psychologist has described the COPE model as a way of helping athletes to remain in control following a negative event. COPE is an acronym that describes four strategies:

C = Control Emotions. The immediate reaction of an athlete's mind and body when experiencing a negative event might be to feel uptight and tense. Taking a few deep breaths to regain composure. Controlling emotions at this stage enables you to remain aware of important information that is critical to delivering a better performance.

O = Organize Input. The objective here is to deal objectively with the stressful event by refocusing on the task to be completed.

P = Plan Response. Take the focus away from unpleasant feelings and focus instead on planning actions that correct your performance.

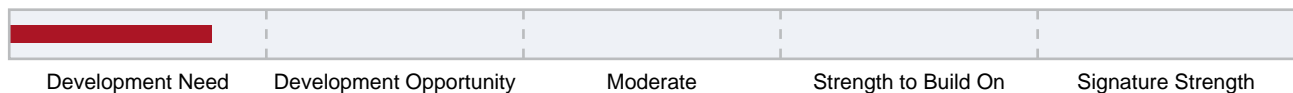
E = Execute. A negative event (critical remarks or a performance error) can lead to you taking fewer risks and decrease you self-confidence. Emotionally intelligence athletes perform almost automatically by discounting the importance of negative messages and focusing instead on executing purposeful actions that maximize the chance of a successful outcome.

Score Key: Development Need <80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength >121

Flexibility

Emotionally intelligent athletes are able to adapt their thinking, feelings and actions in response to changing circumstances. They readily adapt to unpredictable changes and have the ability to “go with the flow” to maintain optimal performance.

Flexibility | 78



DEVELOPMENT NEED

Your scores indicate that you are someone who finds change very challenging. You are likely to have difficulty in adapting to new ideas and alternative approaches to your own. Changes to your training routines, schedules and tactics are likely to cause you emotional strain and you may be resistant to adjusting your behaviors to the new challenges.

Coaching Strategy

- ✓ Identify what it is about change that is threatening, and focus on factual information to avoid getting caught up in ‘what ifs’.
- ✓ Explore a number of alternative solutions to problems instead of falling back on the ‘tried and true.’
- ✓ Acknowledge that you have choices when faced with change and consider a range of options before deciding on an action.
- ✓ In times of change make a list of what you need to achieve, prioritise them, then tackle the most important ones first. Remember to ask for support when it is appropriate to do so.
- ✓ Remain open to new possibilities, experiences and learning and expand your comfort zone by taking new risks with your training and approach to competition.

Sports Psychologist

In life we cannot avoid change. It doesn't make you weak to soften your position. In fact, it makes you stronger, more creative and usually more productive. Inflexibility creates an enormous amount of inner stress, cuts you off from innovative ideas as well as making you difficult to coach. If you find yourself a little stubborn, lighten up and recognize that stubbornness is rooted in the fear of letting go. Ask yourself, “What am I afraid of losing?” It may be control, status, self-esteem etc.

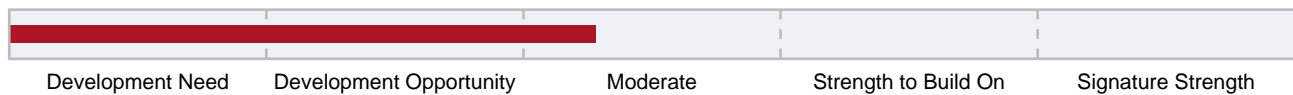
- Resist the temptation to play it safe or hide behind cynicism – nothing cuts you off from your sports success more quickly.
- Practice becoming more receptive and open to your inner creativity.
- Learn to ‘go with the flow’ more often and choose to focus on the things that are really important.
- Don't sweat the small stuff – and remember, most of the time it's all small stuff!
- Recognize that you can't always change your circumstances or other people, but you can change yourself - often your reaction to circumstances is the only thing you can change.
- When you blame others or circumstance you give up your power to change the outcome!

Score Key: Development Need <80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength †121

Optimism

Emotionally intelligent athletes sense opportunities even in the face of adversity. They have an overall positive attitude and high expectations of what they can achieve and generally maintain positive mood.

Optimism | 96



MODERATE

You are generally an optimistic person and can view limitations as challenges to be overcome. You will work hard to remain motivated to pursue a course of action, even when things get difficult. By building your levels of optimism you will increase your motivation to achieve your goals, particularly during difficult times. As you continue to cultivate this competency, others will also appreciate the positive atmosphere you create.

Coaching Strategy

- ✓ Despite obstacles and setbacks, learn to manage negative moods; choose to express a positive, can-do approach to your sport.
- ✓ View success and happiness as your normal state and see negative events as temporary glitches on the path to your inevitable success.
- ✓ Change the definition of a challenge or a situation and look at it as an opportunity that you can take advantage of.
- ✓ Enter into training and sports competition by focusing on your strengths and do not even entertain the possibility of defeat.
- ✓ Focus on the task rather than the negative emotions and see the possibilities within difficult situations; think about how the job can be done and be logical about it.

Sports Psychologist

A useful approach to becoming more optimistic is to become a kind of 'inverse paranoid' and use the 'act as if' principle - 'act as if' the world is conspiring to do you good. If you want a quality such as more passion, you should 'act as if' you already have it. Act 'as if' you already are the sports personality you imagine yourself being. The impact that this will have in the outer world in changing how other people see you and treat you will help you to think about yourself differently.

Three Keys to Being More Optimistic:

1. Act like you know it will happen.
2. Act as though it is already happening.
3. Act calmly, with confident expectancy and focus on the thing to be received or the task to be achieved rather than on the negative emotion.

This is not simply 'whistling in the dark', it's about increasing the quality of the emotional atmosphere around you which in turn increases the likelihood of achieving your success.

Score Key: Development Need ↓80 | Development Opportunity 81-90 | Moderate 91-110 | Strength to Build On 111-120 | Signature Strength ↑121

Action Plan

SEVEN ACTIONS TO INCREASE YOUR EMOTIONAL INTELLIGENCE AND SPORTS SUCCESS

Where to From Here?

This report is designed to provide you with an opportunity to review the skills and resources necessary for responding to the challenge of elite sports competition.

The report has provided you with a set of scores measuring your emotional intelligence. In the end, you are expert on yourself. Accordingly, all descriptions used in this report are for you to consider in light of your experience and judge for yourself how accurately they apply to your performance.

Remember, many of your behaviours are automatic and you have probably become accustomed to them. This report provides you with an opportunity to reflect on your actions and to provide you with some valuable insights into your behaviour and its impact on your performance.

Personal and professional development is a dynamic process of action, reflection on that action, and then new and more effective action in light of the new information gained. This is a continuous process and is the key to increasing sports performance. Practicing the following seven actions and use them to enhance your personal and professional performance.

Action One

List the strengths identified in your report that you recognize as your key abilities and consider how they contribute value to your personal sports performance.

Action Two

Identify several strategies that you can use immediately to increase the effectiveness of your strengths.

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Action Three

List a key development area identified in your report that you recognize is true for you. From the Coaching Strategy section choose what actions you will take to address this challenge.

Action Four

List any areas for development identified in your report that surprised you. Pause and consider the potential impact of these characteristics on your personal or professional performance. These areas may represent 'blind spots' and you may need to approach them by considering how your behavior potentially impacts on your performance.

Action Five

Identify the key challenges you are facing in your personal or professional performance right now and consider how you can use your identified strength/s to affect a positive outcome.

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Action Six

Discuss your report with your coach; paying particular attention to those areas describing your attitudes and behaviors that raise questions for you. Ask for feedback and suggestions for alternative behaviors that may prove more effective in achieving your goals.

Action Seven.

Think of the opportunities that arise from this report to set some new goals for your personal or professional development. Remember developing clear goals and achieving them puts you in charge of your life. A goal is a measurable written statement of a definite next step. Clearly define three goals that you would like to achieve and by what date you intend to achieve each of them by.

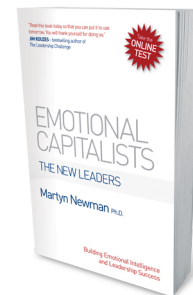
Conclusion

Building your emotional performance takes time - so begin now! Use this report to guide you. If you've not yet read Martyn Newman's book, *Emotional Capitalists - The New Leaders*, you will find that it provides you with an even more comprehensive understanding of how to build these skills and apply them to your sports and leadership performance.

Visit: www.rochemartin.com/emotional-capitalists-book

Every once in a while a book appears that isn't just informative, it's inspiring, fun to read and life-changing. Emotional Capitalists - The New Leaders is one those rare books. I recommend: Buy it, read it, learn from it, and apply it to your daily practice!

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Inspired Emotional Intelligence

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