

LUKE JOHNS

Season: 2025/2026

TYPE: OCm114-02 **SPORT:** Soccer



PLAYER GOLD REPORT

Luke's profile assessment results align most closely with the characteristics of an: **'OBSERVANT COMMANDER'**. These players are disciplined, focused, and thrive in well-structured teams. They value clear roles, consistent effort, and high standards from everyone around them. Calm under pressure and committed to improvement, they lead through reliability and action. Dependable, prepared, and purposeful — they're the steady heartbeat every successful team needs.

Prepared By:

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COACHING | **FUNDAMENTALS**

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Welcome to Your IMPACT Report

Understand the person, coach the player.

Thank you for taking this assessment and choosing to invest in your growth, not just as an athlete, but as a person. By taking this step, you've already shown curiosity, commitment, and a desire to learn. That mindset is where progress begins.

This report is designed to help you understand yourself more deeply; how you think, learn, and perform, and how those qualities show up in your sporting environment. When you know yourself better, you give both yourself and your coaches a stronger foundation for development.

The report follows three simple sections that guide your journey:

What - Who you are: your personality, preferences, and character.

So what - How those traits appear in training, competition, and relationships.

What next - Practical suggestions and guidance for growth and development.

The final section of your report provides a series of summary documents that bring together the key insights from your profile. These concise handouts include practical guides for players, coaches, and parents, making it easier to apply the information in real settings. They are designed to support collaboration, helping everyone around you work from the same understanding to encourage consistent growth and development.

We encourage you to share these elements of your report with those who support you; your parents, coaches, and mentors. Talk about what feels most relevant, use it to start open conversations, and identify ways they can help you bring your best self to every session and game. These conversations can strengthen understanding, improve communication, and make your support network even more effective.

Remember, this isn't an exact science. Human performance and personality are complex, and no assessment can describe every detail of who you are. Instead, this report provides valuable insights, clues that help you understand yourself better, adapt more effectively, and make the most of your strengths. It's not designed for recruitment or selection purposes, but to support your ongoing growth and to help coaches understand how to bring out the best in you as both a person and a player.

We hope you enjoy what follows. Be proud of who you are, stay open to who you can become, and keep working to be the best version of yourself both on and off the field of play.

Good luck, and enjoy the journey.



TABLE OF CONTENTS

Part 1 – Player Identity	3-9
• Character Overview / Key Words	4
• Psychological Attributes	5
• Team Dynamics	6
• Leadership and Influence	7
• Performance Under Pressure	8
• Mindset and Motivation	9
Part 2 – Performance Behaviours	10-17
• All about me / Strengths and Challenges	11
• ...these players are more likely to	12
• The Coaching Environment	13
• Feedback and Instructions	14
• Most Challenging Scenarios, Coaching Styles and Teammates	15-16
• Play like a Pro	17
Part 3 – Personal Development Plan	18-24
• Coach/ Mentor Support. Tips to Improve:	
• Communication, Focus and Concentration, Goal Setting	19
• Instruction & Feedback, Leadership, Mental Resilience Negative Feelings	20
• Performance under Pressure, Positivity, Practical Engagement, Psychological Skills	21
• Relationships & Team Dynamics, Self-Confidence, Self-Discipline, Setbacks	22
• Tactical Understanding, Work Ethic	23
• Psychological Support Strategies	23
• Coaching Support: Do's and Don'ts	24
Part 4 – Summary Resources	25-30
• Player Performance Summary Sheet	26
• Player Development Summary Sheet	27-28
• Parental Guidance	29
• Coaches Guidance Summary Sheet	30

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PART 1: Player Identity

*This section explores what defines the player – their personality, motivations, and psychological characteristics that shape how they think, behave, and connect with others. It provides insight into leadership, mindset, motivation, team dynamics, and performance under pressure. Understanding this “**what**” offers a clear picture of the player’s natural strengths and tendencies, helping coaches appreciate the foundations that influence how they learn, lead, and perform within their sporting environment.*

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CHARACTER OVERVIEW:

Luke brings structure, focus, and determination to every training session and match. He takes soccer seriously, seeing it as something to be done properly, with discipline and respect for the game. Luke likes knowing exactly what's expected of him and takes pride in doing his job for the team. On the field, he often acts as an on-field organiser, talking clearly, giving directions, and keeping his teammates focused on the plan. Luke's communication is direct and confident, and he values clear, purposeful conversations over small talk. Others can rely on him to be steady and dependable, especially when the team needs someone to keep things in order.

When under pressure, Luke usually stays calm and logical. He prefers to focus on what needs to be done rather than getting caught up in emotions. Big moments, like penalty shootouts or tight finishes, bring out his mental strength because he trusts his preparation and routines. However, if things suddenly change, such as tactics being switched at the last minute, he might feel uncomfortable until he fully understands what's required. Once he adapts, though, he quickly gets back to performing at his best.

Luke likes coaches who are organised, honest, and clear about expectations. He appreciates structure, knowing what drills are planned, what his goals are, and how success will be measured. He respects coaches who give feedback that's straightforward and practical, without too much guessing or emotion. He learns best when he can watch, think about what worked or didn't, and then adjust his actions based on what he's seen.

When working with others, Luke likes teammates who are reliable, focused, and committed. He prefers working with people who share his sense of purpose and don't waste time. While he might not always show emotions openly, he cares deeply about the team's success and will support others through actions rather than words.

Setbacks, like long-term injuries or being left out of the starting team, can be tough for him because he hates feeling like he's lost control. At first, he might struggle to accept the situation, but over time he'll refocus and work hard to regain his place. His strong work ethic and goal-driven mindset help him bounce back.

Luke's playing style is efficient, disciplined, and tactically aware. He thrives in structured systems where every player has a clear role and where effort, focus, and consistency matter most. His mix of discipline, leadership, and reliability makes him a vital part of any soccer team; someone others can count on when it truly matters.

Key Words Summary:

Organized: Luke prefers to have clear plans and like things to be structured, helping him stay on top of tasks both in training and during matches.

Reliable: Teammates can count on him to be dependable, showing up on time and working hard during training sessions and games.

Analytical: Luke thinks carefully about situations, whether it's reviewing a past game or preparing for the next challenge.

Decisive: When faced with choices, he won't hesitate, making quick and firm decisions both on and off the field.

Focused: Luke stays concentrated on the task at hand, maintaining his attention during matches and not getting easily distracted.





PSYCHOLOGICAL ATTRIBUTES

Luke displays a strong sense of responsibility and self-discipline. He is highly motivated to improve and excel in his role, often setting personal standards that drive him forward.

His reflective nature allows him to analyze situations carefully, making him a thoughtful decision-maker both on and off the field. He is resilient, able to handle setbacks through logical reflection and a focus on growth.

Luke brings a steady and reliable presence to the team, helping to maintain focus during challenging moments. His mental toughness is complemented by a willingness to learn from every experience.



Drive and Motivation

- Luke is highly motivated to achieve personal and team goals, often setting ambitious standards for themselves in order to improve consistently.
- His motivation comes from a desire to be reliable and successful, always striving to meet or exceed the expectations placed on them.
- He thrives when given clear, attainable goals, as these help him maintain his drive and stay focused on what needs to be accomplished.

Resilience

- When faced with setbacks, Luke takes time to reflect on the situation before bouncing back with a clear plan for improvement.
- His resilience comes from his logical approach, as he prefers to process emotions privately and focus on practical solutions.
- He is patient and determined, willing to put in the work necessary to overcome challenges and come back stronger than before.

Focus and Concentration

- Luke has excellent levels of concentration during training and matches, staying focused on his responsibilities and minimizing distractions.
- His structured approach helps him maintain focus even in chaotic or stressful situations, keeping his mind on the task at hand.
- He prefers to break down complex tasks into smaller steps, which allows him to concentrate better on each element and perform more effectively.



TEAM DYNAMICS

Luke positively influences team dynamics by providing structure and stability. His organized approach ensures that everyone knows their role and what is expected of them, which helps the team operate more efficiently. He isn't afraid to step up and make decisions, providing clear guidance in both practices and games. His calm demeanour in challenging situations sets the tone for others to remain composed as well. Luke values teamwork and expects everyone to contribute to the team's success, creating a sense of unity and accountability within the group.

Sociability & Relationships

- He builds strong, reliable relationships with teammates by consistently showing up and delivering on his promises. Others know they can count on him.
- He prefers clear communication and respects those who are straightforward, which helps him build mutual trust and understanding within the team.
- Although he may not be overly social off the field, he is approachable and willing to support teammates, especially when it comes to achieving team goals.



Team Cohesion and Morale

- His organized and goal-oriented nature helps keep the team focused on its objectives, promoting a sense of direction that others can follow.
- Luke boosts morale by ensuring that everyone feels included and understands their role, reducing confusion and frustration within the group.
- When the team faces challenges, he steps up to keep everyone on track, which helps maintain a positive attitude even when things aren't going well.

Dealing with Conflict

- Luke prefers to resolve conflicts logically, listening to all sides before coming to a fair and structured solution that benefits the team.
- In moments of tension, he acts as a mediator, keeping emotions in check and encouraging others to focus on facts rather than personal feelings.
- If conflict disrupts the team's focus or performance, he addresses it head-on, ensuring that the issue is resolved quickly so the group can move forward together.



LEADERSHIP & INFLUENCE

When the game is on the line, Luke keeps his focus sharp and his emotions steady. He excels at staying calm during tense moments, relying on his ability to think clearly and make logical decisions. His preference for structure means he'll stick to the game plan, adjusting only if absolutely necessary.



He's unlikely to crack under pressure, instead rising to the challenge by analyzing the situation and acting accordingly. This makes Luke a reliable player in clutch situations; someone the team can trust to perform even when the stakes are high.



Captaincy Style



Communication Style



Problem Solving and Decision Making

Captaincy Style

- Luke leads by example, setting high standards for himself and others, expecting everyone to work hard and stay disciplined during practices and games.
- He is organized and ensures the team sticks to the plan, often taking charge of strategy discussions and keeping the group focused on goals.
- He is firm but fair, holding teammates accountable for their actions while also recognizing when someone is performing well or making progress.

Communication Style

- He communicates clearly and directly, making sure everyone understands what needs to be done and why, especially when it comes to tactics and game plans.
- He prefers giving and receiving constructive feedback, focusing on what can be improved rather than being overly critical or emotional.
- During games, he keeps the team organized by calling out instructions and ensuring that everyone is in the right position, helping maintain structure on the field.

Problem Solving & Decision making

- He approaches problems logically, breaking down the situation to find the most efficient solution, whether it's adjusting tactics or fixing a breakdown in teamwork.
- He makes decisions quickly and confidently, especially in high-pressure situations, trusting his preparation and analysis to guide him.
- He reflects on past decisions, learning from mistakes to improve future outcomes, and regularly evaluates what worked and what didn't in different scenarios.





PERFORMANCE UNDER PRESSURE

Under pressure, Luke remains composed and focused. He tends to break down the situation logically, assessing what needs to be done and acting quickly to make decisions. His confidence in his preparation allows him to perform well in high-stress moments, sticking to the game plan and adjusting where necessary. He doesn't let emotions overwhelm him and prefers to focus on solving the problem at hand. After the match, he reflects on his performance, analyzing what worked and what could be improved, using the experience to better handle similar situations in the future.

Sources of Pressure

- Luke feels pressure when the game strategy or instructions are unclear. He likes to know exactly what is expected of him and becomes stressed if the plan feels vague or disorganized.
- High-stakes moments like finals or elimination matches can increase the pressure for him, though he manages it well by staying focused on the task and thinking through his decisions.
- Changes in routine, such as last-minute adjustments to tactics or unexpected lineup changes, can cause anxiety, as he prefers to stick to well-thought-out plans.



Performing Under Pressure

- He stays calm in tough moments, using his ability to analyze the situation and make logical decisions to guide him through the game.
- Luke's focus is sharp, and he avoids getting distracted by the emotions or stress of the moment, allowing him to perform consistently even when the stakes are high.
- He relies on pre-planned strategies to manage pressure, sticking to what he knows works and adapting only if absolutely necessary.

Dealing with Setbacks

- When faced with setbacks, Luke takes time to reflect and think about the situation logically, avoiding emotional reactions.
- He focuses on what he can learn from the experience, using it as motivation to improve and come back stronger in the future.
- He is resilient and handles setbacks with patience, taking a steady approach to recovery or improvement rather than rushing.



MINDSET AND MOTIVATION

Semi Growth Mindset

Luke believes that effort can lead to improvement but may still struggle with confidence in some areas. He is willing to reflect on his performance and make improvements, but he might avoid challenges that feel too risky or unfamiliar. He tends to think deeply about his successes and failures but might hesitate to apply new strategies if he fears losing control or making mistakes on the field.



Semi-Growth Mindset - Actions

To further develop his growth mindset, provide Luke with tasks that challenge his comfort zone. Use his reflective nature to have him analyze his progress over time and identify areas where effort has made a difference. Help him focus on the learning process rather than the outcome. Offer feedback that emphasizes his strengths and highlights how embracing discomfort leads to growth. Encourage him to try new approaches and strategies, reassuring him that reflecting on mistakes will help him become a more well-rounded player.



Motivational Approach and Statements

A coach should give clear goals, structured challenges, and honest feedback, then step back and allow time to think things through. Luke will stay motivated when he understands the plan, can reflect before acting, and feel trusted to make smart, confident, disciplined decisions on the pitch.

"The greatest victories come from learning, not just winning."

This statement reminds Luke that reflecting on their experiences will help them grow and make them stronger on the field.

"Every setback is a setup for a comeback."

This encourages Luke to see challenges as part of the journey to improvement and resilience.

"Your ability to analyze and reflect on situations is your secret strength."

This highlights Luke's reflective nature, showing him how thinking deeply about his performance leads to long-term success.



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PART 2: Performance Behaviours

This section explores how the player's personality and learning preferences influence their behaviour and performance; the "so what" of their profile. It translates who they are into how they play, communicate, and respond within their training and competition environments. By highlighting typical strengths, common challenges, and the types of coaches, teammates, and scenarios that may stretch them most, this section helps coaches understand the real-world impact of the player's traits. It connects personal characteristics to performance outcomes, offering valuable insight into how the player can be best supported to thrive in their sporting environment.

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ALL ABOUT ME – Luke Jones



I feel most confident when I know the plan. Clear routines and structure help me stay focused and perform at my best in any situation.

I enjoy taking charge when things need organising. I like helping the team stay disciplined, focused, and ready to give their best every time.

I feel motivated when I'm given clear goals. Knowing exactly what I'm working toward keeps me driven and focused on improving my performance.

I find it frustrating when others don't take things seriously. I value effort and reliability, so I prefer teammates who show real commitment to the group.

I stay calm when the pressure is high. I rely on preparation, focus, and logic to guide my actions instead of letting emotions take over.

I like feedback that's honest and direct. Clear, specific advice helps me improve much faster than general comments or unclear suggestions.

I sometimes struggle with sudden changes. I prefer to have time to think through new plans so I can understand and perform them confidently.

I'm most comfortable with coaches who are organised and fair. I respect leaders who set clear expectations and stick to them consistently.

I enjoy reflecting after games or training. Thinking about what went well and what didn't helps me prepare better for the next challenge.

I take pride in being dependable. Whether it's showing up on time or giving full effort, I want others to know they can count on me.

Strengths:

- Reliable Leader:** I take responsibility seriously and help keep my teammates organised and focused.
- Calm Decision-Maker:** I stay composed and think clearly when situations get stressful or uncertain.
- Goal-Driven Worker:** I stay motivated by clear targets and push myself to reach them consistently.
- Structured Thinker:** I plan carefully and prefer to fully understand what needs to be done.
- Reflective Learner:** I take time to review performances and make steady improvements each session.

Challenges:

- Impatient Perfectionist:** I can get frustrated when others don't match my effort or standards.
- Change Resister:** I sometimes struggle to adapt quickly when plans or tactics suddenly shift.
- Overly Critical:** I can focus too much on mistakes instead of celebrating small wins.
- Serious Competitor:** I can forget to relax and enjoy the fun side of sport.
- Cautious Adapter:** I prefer familiar routines and can hesitate to try new approaches too soon.

...these players are more likely to



1. Crave strong and admirable leadership from coaches
2. Expect their reliability and work ethic to be reciprocated by teammates
3. Be very prepared and always plan ahead
4. Be eager to enforce the rules and procedures, and ensure others do likewise
5. Be unfailingly reliable and gain satisfaction from reaching goals and targets
6. Be hard workers, productive and results driven
7. Need time to reflect and make sense of their performances after matches and training but;
8. Value coaches who provide opportunities for individual and group reflection to debrief performances and who are open to exploring ideas
9. Need tactics to have a factual and statistical base if they are to influence these players. Give them plenty of examples where they can see them working effectively
10. Believe in responsibility, and will always follow through on their commitments and duties
11. Have a very strong need to see tangible results and to see the difference they are making
12. Be keen for things to be organized, and when they are not, they will be great at getting them organized





THE COACHING ENVIRONMENT

Luke thrives in a coaching environment that provides structure and clear expectations. He performs best when given specific instructions and detailed feedback, allowing him to fully understand what is required of him. He appreciates consistency in coaching styles and doesn't respond well to vague or last-minute changes. In a well-structured environment, he can take his time to reflect on his performance and make the necessary adjustments. Coaches who offer constructive, fact-based feedback and provide opportunities for individual reflection will help Luke maximize his potential on the field.

Practical Learning Environments

- Luke needs a structured training session with clear goals and expectations, allowing him to focus on specific skills or strategies without distractions.
- Regular opportunities to reflect on his performance, both individually and with his coach, help him improve at his own pace.
- He prefers practical exercises that are directly tied to game situations, as he likes to see the immediate purpose of his efforts and how they impact his overall performance.

Team Meetings

- Clear, structured agendas in team meetings help Luke stay focused and understand the key points being discussed without unnecessary distractions.
- He appreciates opportunities to ask questions and clarify details, as this helps him better understand the team's strategy and goals.
- Recap sessions or debriefs after meetings are helpful for him, allowing time to reflect on the information and how it applies to his role on the team.

Tactical Understanding and Application

- Luke needs detailed explanations of tactics that are broken down into specific steps, allowing him to fully understand how to apply these during a game.
- Visual aids, like diagrams or video analysis, help him see the bigger picture and understand how different strategies fit together on the field.
- He appreciates coaches who take the time to explain why a tactic is being used, giving him the confidence to execute it during high-pressure moments.





FEEDBACK & INSTRUCTIONS

Luke responds best to direct, specific feedback that is focused on facts rather than emotions. He needs clear instructions that outline exactly what he should improve and how he can achieve it. Vague or overly general comments won't be helpful; he thrives on detailed and practical advice. He also appreciates feedback delivered in a structured setting, where he can take time to reflect on the suggestions and incorporate them into his performance. A coaching style that values consistency, clear communication, and reflection will be most effective in helping Luke grow.

Openness to Feedback

- Luke is open to receiving feedback, but it needs to be specific and focused on areas he can improve, rather than general praise or criticism.
- He takes feedback seriously and will reflect on it in his own time to figure out how to apply it in his next performance.
- He prefers coaches who offer feedback in a clear, logical way, helping him understand what needs to be done to reach his full potential.



Self-Awareness

- Luke is very self-aware and often knows when he hasn't met his own expectations, making him receptive to feedback that aligns with his reflections.
- Feedback helps him refine his understanding of his strengths and weaknesses, as he values personal growth through constructive critique.
- He takes time to process feedback fully before acting on it, preferring to reflect on the comments rather than make impulsive changes.

Preferred Management Style

- Luke prefers a structured management style that gives him clear direction and consistent expectations, helping him stay focused on his role within the team.
- He respects managers who provide logical and well-thought-out plans, as he enjoys working in environments where things are well organized and purposeful.
- He appreciates being managed by someone who is direct and honest, providing specific feedback without sugar-coating the truth.



Most Challenging Scenarios:

Sudden Tactical Changes

Luke prefers structure and preparation, so quick changes can feel unsettling. Staying flexible and trusting his instincts in fast situations will help him adapt and keep performing confidently under new plans.

Unclear Roles or Expectations

Luke works best when everyone knows their job. If instructions feel vague, he should ask clear questions and focus on what he can control to maintain consistency and support the team.

Teammates Lacking Discipline

He may become frustrated with players who ignore rules or effort. Leading by example and offering calm encouragement can inspire others to raise their standards without causing tension.

Being Criticised Publicly

Luke values respect and fairness, so public criticism can sting. Taking feedback as a chance to grow and discussing concerns privately will help him stay composed and keep improving.

Losing His Starting Spot

Luke links effort with results, so being benched can feel personal. Using the time to reflect, set new goals, and train smarter will help him regain confidence and prove his reliability.

Coaching Styles that Challenge the Player:

The Unstructured Coach

Luke may struggle with coaches who constantly change plans or lack organisation. To adapt, he should focus on controlling his own preparation and asking clear questions to find structure in each session.

The Overly Emotional Coach

Highly emotional feedback can feel overwhelming or confusing for Luke. He should listen for the key message, stay calm, and focus on the practical points that help him improve performance.

The Vague Coach

When instructions are unclear or goals are uncertain, Luke can lose focus. He should politely ask for specific examples or steps to understand exactly what's needed to perform well.

The Laid-Back Coach

Coaches who seem too relaxed or casual may test their patience. Instead of getting frustrated, they can take responsibility for maintaining discipline and setting personal standards during training.

The Overly Experimental Coach

Constantly changing drills or tactics can unsettle them. They should focus on learning from each experiment and see change as a chance to grow rather than something that disrupts consistency.





Team Dynamics that Stretch the Player :

The Disorganised Teammate

Luke may become frustrated with teammates who forget instructions or arrive unprepared. He should focus on setting a good example and offering calm reminders instead of showing impatience or annoyance.

The Overly Relaxed Teammate

Luke can find it hard to work with players who lack urgency or drive. He should channel his energy into motivating others positively rather than criticising or trying to control them.

The Overly Emotional Teammate

Teammates who react emotionally to mistakes can make Luke uncomfortable. He should practice patience, offer steady reassurance, and focus on practical solutions to help bring calm to the group.

The Unreliable Teammate

Luke may struggle with teammates who miss sessions or fail to commit fully. Instead of judging, he should focus on consistency and encouragement to inspire others to meet the same standard.

The Impulsive Teammate

Quick decision-makers who act without thinking can frustrate Luke. He should use his composure to guide others by calmly suggesting ways to plan ahead and improve teamwork in pressure moments.



PLAY LIKE A PRO...

Here are three sports performers whose behaviours suggest that they may share characteristics similar to Luke's:

Roy Keane (Soccer)

Roy Keane, former Manchester United captain, was known for his strong leadership, discipline, and decisiveness on and off the field. He often reflected deeply on his performances, leading him to consistently demand excellence from himself and his teammates. His ability to maintain control and set high standards made him a commanding presence in any team.

Michael Jordan (Basketball)

Michael Jordan, considered one of the greatest basketball players of all time, combined an intense drive for success with deep self-reflection. He constantly reviewed his performances, using both wins and losses to fuel his motivation and improve his game. His leadership style was authoritative, ensuring his team always followed the highest standards.



Derek Jeter (Baseball)

Jeter shared this player's disciplined, structured, and team-first mindset. He valued preparation, consistency, and calm decision-making under pressure. Quietly reflective yet strong-willed, he led by example, earning respect through professionalism, reliability, and an unwavering commitment to doing things the right way.

The Coach : Sir Alex Ferguson

A soccer coach like Sir Alex Ferguson would work best with a soccer player who has this combination of characteristics. Sir Alex is known for his disciplined, structured approach to coaching, which matches well with players who value order and control. He focused on high standards, expecting players to work hard, reflect on their performances, and continuously improve. He was also a great motivator, helping players learn from their mistakes and pushing them to reach their full potential. His emphasis on team discipline and individual accountability would align well with a player who takes their responsibilities seriously and enjoys learning from experience.



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PART 3: Personal Development Plan

*This section focuses on how the player can continue to grow and develop; the “**what next**” of their profile. It provides tailored ideas, coaching tips, and mentoring suggestions to support progress in key areas such as goal setting, focus, dealing with setbacks, teamwork, and work ethic. Practical ‘dos and don’ts’ help coaches and mentors offer consistent, targeted support, ensuring that development remains purposeful, measurable, and aligned with the player’s long-term growth.*

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PERSONAL DEVELOPMENT PLAN

This section of the report provides practical ideas and tailored suggestions for coaches. It highlights key focus areas, development strategies, and supportive approaches designed to enhance the athlete's progress, helping them build confidence, consistency, and long-term growth both on and off the pitch.

Coach/ Mentor Support...

...Communication

- **Set personal communication goals, like improving tone or clarity.** Clear objectives for communication helps Luke focus on specific areas and track progress.
- **Challenge Luke to provide constructive feedback to teammates.** Encouraging him to give clear and helpful feedback improves his ability to communicate positively and effectively.
- **Ask Luke to summarize key points after team meetings.** Summarizing helps him process and articulate important information more effectively.

...Focus and Concentration

- **Use a routine or ritual to start each practice session.** Establishing a pre-practice routine helps Luke mentally prepare and lock in his focus from the beginning.
- **Ask him to set reminders for staying mentally engaged during games.** Small mental cues, such as checking in with his focus during key moments, help him maintain concentration throughout the match.
- **Introduce mental challenges during training, like tactical decision-making.** Engaging his mind through strategic thinking helps Luke maintain focus and stay mentally sharp during practice.

...Goal Setting

- **Ensure goals are realistic but challenging.** Goals that push Luke outside his comfort zone while still being attainable encourage growth and keep him engaged.
- **Incorporate deadlines for each goal.** Giving goals a time frame creates a sense of urgency and helps Luke stay on track.
- **Encourage Luke to reflect on his past achievements when setting new goals.** Reflecting on previous successes shows him that hard work leads to improvement and motivates him to keep setting higher goals.





Tips to Improve...

...Instruction and Feedback

- **Encourage Luke to reflect on your feedback.** Asking him to think about the feedback given helps him internalize it and make adjustments based on his own reflections.
- **Use video analysis or visuals to back up feedback.** Visual aids make it easier for Luke to see what he needs to work on and how to make those improvements.
- **Make feedback part of a routine process.** Regularly incorporating feedback into training sessions helps Luke view it as a natural part of growth, not just something tied to mistakes.

...Leadership

- **Give Luke leadership roles during practice sessions.** Putting him in charge of organizing drills or leading warm-ups helps him build leadership experience and confidence.
- **Encourage him to take responsibility for team discussions.** Leading team talks gives him practice in guiding others and making decisions that benefit the group.
- **Set goals that require him to mentor younger or less experienced teammates.** Mentoring strengthens his leadership by developing his ability to support and guide others effectively.

...Mental Resilience

- **Create game-like scenarios where Luke must adapt to changing conditions.** Putting him in unpredictable situations helps him practice staying composed and focused when things don't go as planned.
- **Teach him to breathe deeply and stay calm during tense moments.** Practicing deep breathing techniques helps him remain composed under pressure, improving his ability to handle tough situations.
- **Encourage him to embrace challenges rather than avoid them.** Facing challenges head-on builds resilience by showing Luke that he can overcome obstacles through determination and effort.

...Negative Feelings

- **Help Luke identify areas where he can improve, instead of dwelling on failures.** Focusing on solutions and next steps shifts his attention away from negativity and toward growth.
- **Remind him that challenges are part of the path to success.** Reinforcing that overcoming difficulties is a normal part of development helps reduce frustration and builds resilience.
- **Encourage mindfulness activities to help him stay present.** Practicing mindfulness can help Luke focus on the moment rather than being weighed down by past frustrations.





Tips to Improve...



...Performance Under Pressure

- **Set realistic, short-term goals for Luke during high-pressure games.** Having specific, manageable objectives keeps him focused on his performance and reduces distractions.
- **Help him reflect on past successes in pressure situations.** Reminding him of moments when he thrived under pressure reinforces his confidence and belief in his ability to handle tough moments.
- **Use timeouts or short breaks during high-intensity moments to help him reset.** Brief pauses allow Luke to regain composure and refocus before continuing.

...Positivity

- **Promote the use of positive self-talk during tough moments.** Teaching Luke to replace negative thoughts with encouraging ones builds resilience and keeps him focused on what he can control.
- **Help him set personal mantras or affirmations.** Encouraging the use of simple, positive phrases like "I'm improving every day" can help him build a more optimistic mindset.
- **Focus on solutions, not problems, during difficult moments.** Shifting his attention from obstacles to actionable solutions helps Luke stay optimistic and motivated to overcome challenges.

...Practical Engagement

- **Start with a clear outline of the session goals.** Luke responds well to structure, so knowing the session's purpose from the start helps him stay focused and motivated.
- **Provide real-time feedback during drills.** Immediate, specific feedback allows him to adjust and improve his performance as he goes, which keeps him engaged.
- **Set personal challenges for the next session based on today's performance.** Personal targets keep Luke focused on improvement and give him something specific to work toward.

...Psychological Skills

- **Encourage resilience by normalizing setbacks.** Remind Luke that every player faces difficulties and that setbacks are opportunities to learn and grow, helping him stay mentally tough.
- **Promote teamwork through collaborative tasks.** Involving him in team-based problem-solving activities fosters his sense of responsibility and helps him lead others while reflecting on group dynamics.
- **Use post-game reflection sessions to focus on key takeaways.** Reviewing what went well and what can improve helps Luke process the game and adjust his approach for future matches.



Tips to Improve...

...Relationships and Team Dynamics

- **Lead team discussions that focus on understanding individual roles.** Helping Luke understand how each player's role contributes to the team's success enhances his respect and appreciation for his teammates.
- **Involve him in conflict resolution situations when appropriate.** Guiding him through resolving minor team conflicts helps him develop problem-solving skills and strengthens team dynamics.
- **Encourage him to give constructive feedback to teammates.** Teaching Luke how to provide helpful, respectful feedback fosters better communication and mutual respect within the team.

...Self Confidence

- **Set small, achievable goals to build momentum.** Accomplishing smaller tasks helps Luke experience success frequently, which boosts his self-confidence and motivation.
- **Allow him to take ownership of certain decisions in games or drills.** Empowering him to make decisions fosters independence and builds confidence in his own judgment.
- **Focus on strengths during practice, not just weaknesses.** Balancing the focus on what he does well boosts Luke's confidence while he works on areas that need improvement.



...Self Discipline

- **Encourage Luke to set personal daily habits for improvement.** Building simple, consistent habits, like stretching or reviewing tactics daily, reinforces his ability to maintain discipline in both small and big tasks.
- **Introduce self-monitoring techniques, like journaling progress.** Tracking his own progress in a journal helps Luke reflect on how well he is following through with his goals and routines.
- **Create challenges that reward consistent effort over time.** Long-term challenges that focus on steady improvement teach Luke that discipline pays off and that consistency is key to success.

...Setbacks

- **Incorporate resilience-building activities, such as pressure drills.** Putting them in challenging, controlled situations teaches them to stay composed and learn to handle tough moments during games.
- **Set small, achievable goals to rebuild confidence.** Setting smaller, manageable goals helps them regain focus and progress step by step, reinforcing their ability to improve after a setback.
- **Encourage them to focus on long-term progress, not just short-term results.** Reminding them that setbacks are temporary helps them keep a bigger perspective, reducing frustration when things don't go as planned.



Tips to Improve...

...Tactical Understanding

- **Provide written summaries of key tactics after training sessions.** Offering a written overview gives Luke something to review and reflect on in his own time, reinforcing what he learned in practice.
- **Emphasize the “why” behind each tactic.** Explaining the reasoning behind tactical decisions helps him understand the bigger picture and encourages thoughtful application during games.
- **Hold regular tactical review sessions before important matches.** Reviewing tactics in detail before big games helps Luke feel prepared and confident in his role on the field.

...Work Ethic

- **Set expectations for full effort, even in practice games or drills.** Reinforcing that every session requires full commitment helps Luke develop the habit of always putting in maximum effort, regardless of the scenario.
- **Challenge him to improve his effort in specific areas.** Identifying particular aspects, like tracking back on defense or pushing harder in sprints, focuses his energy on improving effort where it's needed most.
- **Challenge him to compete against his own past effort levels.** Encouraging Luke to continually improve on his previous work rate turns the focus inward and drives self-motivation.



PSYCHOLOGICAL SUPPORT STRATEGIES

- **Encourage logical problem-solving in difficult situations.** Help Luke break down challenges step by step and analyze solutions.
- **Use clear, structured feedback that focuses on facts.** Provide straightforward, evidence-based feedback to help him improve.
- **Incorporate strategy-based drills to engage his analytical thinking.** Use drills that require him to think critically and apply logic.
- **Promote self-reflection to assess performance.** Encourage Luke to evaluate his performance objectively after games.
- **Set specific, measurable goals based on his performance data.** Use statistics or performance metrics to guide his goal setting.



COACHING SUPPORT

To engage Luke, give him clear responsibilities and leadership roles within the team. He responds well to structure and order, so set clear goals and expectations while providing regular feedback on his progress. Encourage him to reflect on his performances and think about how he can improve. Use practical examples to help him understand what worked and what didn't, and challenge him to analyze both his own play and the team's strategies. Recognize his efforts and growth, reinforcing his leadership qualities while motivating him to stay focused and continue improving.



Do's

- Do give Luke clear, structured plans.** Everything from match day travel arrangements to opponent analysis should be well-organized. He thrives with clear guidelines and expectations.
- Do set specific, measurable goals.** Goals help Luke stay focused and motivated.
- Do provide regular feedback.** He values knowing where he stands and how he can improve.
- Do assign leadership roles.** Luke likes taking responsibility and leading by example.
- Do encourage him to reflect on his performances.** He excels when given time to think about what worked and what didn't.
- Do challenge him with tactical decisions.** Luke enjoys analyzing strategies and finding ways to improve the team's performance.
- Do praise his work ethic and discipline.** Recognizing his efforts boosts his confidence and keeps him motivated.
- Do give him ownership in team decisions.** Involving Luke in planning makes him more engaged and committed.
- Do use examples from past successes.** He likes to see how effort leads to improvement.
- Do maintain high standards of discipline.** Luke respects order and will follow your lead when it's fair and firm.



Don'ts

- Don't make unplanned changes to training schedules or programmes.** Luke likes to keep things consistent.
- Don't ignore his input.** He feels more motivated when he can contribute ideas.
- Don't focus only on mistakes. Balance feedback by highlighting what he did well too.**
- Don't micromanage him.** He likes being trusted to handle responsibilities on his own.
- Don't neglect reflection after games or training.** He needs time to think about his performance to improve.
- Don't dismiss his desire for structure.** He finds comfort and productivity in routines and clear plans.
- Don't overlook his leadership potential.** He wants to take charge and help his teammates succeed.
- Don't show inconsistency in your approach.** He prefers predictability and fairness from his coach.
- Don't rush through decisions.** Give him time to think things through before acting.
- Don't overemphasize immediate results.** He appreciates focusing on long-term growth and steady progress.

LUKE JOHNS

Season: 2025/2026

TYPE: OCm114-02



Part 4: Summary Resources

This section brings together key insights from the full report into a series of concise summary documents. It includes short, practical guides for players, coaches, and parents, each designed to make the information easier to apply in day-to-day settings. These resources highlight core performance themes, development priorities, and communication strategies, offering quick reference tools that support consistent understanding and collaboration across the player's support network.

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Any purely behavioural tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing and performance analysis.



Player Performance Summary Sheet



Teamwork

Luke will take his time to develop relationships but will genuinely appreciate how different individuals contribute to the overall team effort. Expecting others to be as dedicated and hardworking as he is, Luke prefers a team approach where no one individual tries to outshine the squad as a whole.

Leadership

Direct, decisive, fair, and respectful, Luke leads through charm and persuasion rather than by taking a firm or assertive approach. He works best in positive and supportive team environments and is likely to feel more hurt than others if he senses that his teammates do not support his leadership.

Coaching

Luke will appreciate being given plenty of technical and tactical information but will also need time to absorb it all before acting. He enjoys challenging and competitive team-based activities in training and will happily undertake additional sessions to work on specific aspects of his game.

Team Planning Meetings

Very observant of others and quick to 'sense' situations, Luke benefits from coaches actively encouraging him to share his views and ideas—ideally in private, where he feels more comfortable opening up. He enjoys team bonding opportunities, particularly in meetings where group discussions are encouraged.

Dealing with Pressure

Anything new or different can cause Luke stress, as he prefers to do things the way he has always done them. He is good at using competitive pressure as motivation to improve, but any criticism of his performances should be delivered carefully—ideally sandwiched between positive points and discussed privately, away from his peers.

Feedback & Instruction

After games, encourage Luke to review his own performance to help him plan future improvements. Include practical advice and clear direction when giving feedback—be frank, assertive, and direct. Avoid wasting his time, beating around the bush, or trying to win his approval through emotional appeals.

Injuries & Setbacks

Monitor Luke's confidence levels following setbacks. His self-esteem may be more affected by negative perceptions and feedback than he lets on. Where possible, use performance-related data to support decisions and provide a detailed set of goals and targets to help him stay focused on improvement.



Player Development Summary Sheet

Balancing School and Sport:

They take schoolwork and sport seriously, wanting to succeed in everything they do. They can feel stressed when routines clash or when unexpected changes affect their schedule or focus.

Tips

- Help them plan weekly routines that balance training, homework, and rest.
- Encourage short daily check-ins to adjust goals and keep priorities clear.
- Praise their discipline while reminding them it's okay to rest and recharge.

Coach - Athlete Relationship:

Luke values clear expectations, honesty, and respect from his coach. He responds best when communication is direct and structured, and he knows exactly what's required of him and why.

Tips

- Give straightforward feedback and explain the reasons behind coaching decisions.
- Maintain consistency in your approach to build mutual trust and respect.
- Encourage open dialogue so Luke feels involved and valued in decisions.

Commitment and Personal Organisation:

Luke is naturally reliable and organised, often taking responsibility for preparation and punctuality. He takes pride in meeting deadlines and expects the same level of effort from everyone else.

Tips

- Recognise his reliability and use him to model good habits.
- Assign small leadership roles that reward his sense of responsibility.
- Remind him that flexibility can be as valuable as consistency.

Emotional Regulation & Support:

Luke stays composed under pressure and rarely shows strong emotions, but this can make it hard for others to know when he needs support or encouragement after tough moments.

Tips

- Check in privately to help him express his thoughts after setbacks.
- Encourage reflection on emotions as part of post-game reviews.
- Reinforce that asking for support shows strength, not weakness.

Learning and Development:

Luke stays composed under pressure and rarely shows strong emotions, but this can make it hard for others to know when he needs support or encouragement after tough moments.

Tips

- Check in privately to help him express his thoughts after setbacks.
- Encourage reflection on emotions as part of post-game reviews.
- Reinforce that asking for support shows strength, not weakness.



Lifestyle and Wellbeing:

Luke thrives with a consistent routine that keeps him balanced and productive. When that structure breaks down, he may become tense or overly focused on regaining control instead of relaxing.

Tips

- Encourage balanced routines that include rest, hobbies, and downtime.
- Remind him that recovery is part of long-term success.
- Help him plan healthy habits to maintain both energy and focus.



Match Preparation:

Luke approaches competition with structure and focus, preferring a clear plan and time to mentally prepare. Unexpected changes before a match can make him feel unsettled or distracted.

Tips

- Share game plans early so he can prepare with confidence.
- Keep pre-match routines consistent to help him maintain focus and calm.
- Reassure him when last-minute adjustments are needed.



Mindset and Attitude:

Luke brings intensity and professionalism to everything he does, expecting teammates to match his effort. His drive for high standards can sometimes make him appear serious or impatient.

Tips

- Praise his focus but remind him to enjoy the process.
- Encourage patience with teammates who learn or work differently.
- Use his high standards to positively lift the group's motivation.



Post Match:

They analyse performances carefully, replaying moments in their mind to understand what went well and what didn't. They can be self-critical after mistakes or team losses.

Tips

- Start reviews with positives before addressing areas for improvement.
- Encourage them to set small goals for the next performance.
- Remind them that mistakes are part of progress, not failure.



Response to Change:

Luke prefers consistency and may feel uncomfortable when routines or roles shift suddenly. Once he understands the reason behind a change, he adapts and commits fully.

Tips

- Explain the logic behind any change clearly and early.
- Give him time to adjust before expecting full performance.
- Highlight past examples where adapting led to positive results.





Parental Guidance



Coping with Criticism and Feedback

- Give calm, specific examples instead of general comments.
- Focus on effort and improvement, not just outcomes.
- Encourage reflection before reacting emotionally to feedback.



Game Day Preparation & Communication

- Keep the environment calm, focused, and predictable.
- Avoid giving last-minute advice or new instructions.
- Offer encouragement and trust their preparation process.



Managing Nerves and Expectations

- Remind him that mistakes are part of learning.
- Help him focus on controllable actions, not results.
- Keep your tone steady and supportive, not pressuring.



Peer Pressure and Conflict at Home

- Listen calmly before offering solutions or advice.
- Encourage respectful discussion instead of heated arguments.
- Reinforce values like consistency, honesty, and teamwork.



Post-Game Conversations

- Let him speak first about how he felt.
- Start with positives before discussing areas to improve.
- Avoid comparing him to other players or teammates.



Do's

1. **Create structure and predictability:** Luke feels calmer and more focused when home routines are clear, consistent, and well organised each day.
2. **Encourage reflection, not reaction:** Give him space to think after games before starting any conversations about performance or behaviour.
3. **Recognise effort and reliability:** Praise Luke's consistency, punctuality, and leadership at home just as much as his visible achievements in sport.

Key Support Strategies :

1. **Keep home routines predictable:** Luke feels most confident when life is organised, so keeping clear routines around meals, homework, and rest helps him stay focused and less anxious.
2. **Motivate with clear goals:** He responds best to specific targets and structure, so work with him to set realistic challenges that give purpose to both training and school life.
3. **Encourage responsibility through trust:** Luke values being relied on, so let him take ownership of his tasks and decisions while reminding him it's okay to ask for help.
4. **Help him manage unexpected change:** Sudden adjustments can make him uneasy, so explain reasons clearly, offer reassurance, and highlight how flexibility can lead to new opportunities.
5. **Support him after mistakes calmly:** Luke can be very self-critical, so avoid frustration and instead ask reflective questions that help him focus on learning and improvement.
6. **Balance sport with downtime:** He often pushes himself hard, so encourage hobbies, rest, and social time to help him recover mentally and stay motivated long-term.
7. **Build confidence through recognition:** Luke thrives when effort is noticed, so point out the small, consistent things he does well rather than only big achievements.
8. **Offer emotional support quietly:** He might hide frustration or worry, so give him space before gently starting conversations that allow him to open up on his own terms.
9. **Encourage positive social balance:** Luke respects dependable friends, so guide him toward people who share his values while reminding him to stay patient with different personalities.
10. **Be calm on the sidelines and after games:** He notices your reactions, so focus on encouragement, avoid over-analysis in the car home, and let him lead post-match conversations.



Don'ts

1. **Don't overwhelm him with emotion:** Luke responds better to calm, logical conversations than to intense or overly emotional discussions.
2. **Avoid criticising mistakes immediately:** He's naturally self-critical, so wait until he's had time to reflect before offering guidance or feedback.
3. **Avoid constant comparisons to others:** Luke values fairness and individuality, so focus on his personal growth rather than others' success.



Coaches Guidance Summary Sheet



Luke will bring structure, focus, and leadership to the group. He thrives when expectations are clear, communication is direct, and teammates share his commitment to discipline, organisation, and consistent effort.



Before the Game

- Provide a clear plan and objectives.
- Keep pre-game routines structured and predictable.
- Give specific reminders about roles and responsibilities.



When things go wrong

- Stay calm and offer practical solutions.
- Focus on what can be fixed next.
- Reassure them without overusing emotion or sympathy.



Coaching Sessions.

- Explain the purpose behind each activity.
- Give clear, step-by-step instructions.
- Allow time for reflection before changing approach



Best Players to work With

- Pair them with focused, reliable teammates.
- Match them with players who value teamwork.
- Avoid constant pairing with overly relaxed personalities.



During the Game

- Give clear, concise tactical feedback.
- Reinforce structure and discipline under pressure.
- Recognise their leadership in keeping teammates organised.



Situations that will be Tough

- Sudden changes to roles or routines.
- Working with disorganised or unfocused teammates.
- Receiving unclear/ emotional feedback without direction.



Delivering Tactics

- Present plans in a structured, step-by-step format.
- Explain the reasoning behind each instruction.
- Allow time for questions before putting ideas into action.



Visual Warning Signs

- Becoming quieter or withdrawn after frustration.
- Showing visible irritation when plans fall apart.
- Over-focusing on mistakes instead of moving forward.



Half Time Team Talks

- Keep instructions calm, clear, and purposeful.
- Highlight key improvements rather than long explanations.
- End with direct goals for the second half.



Best ways to motivate

- Set clear, measurable short-term targets.
- Recognise their reliability and consistent effort.
- Emphasise team structure and shared responsibility for success.



Do's

- Be clear and consistent:** Luke performs best when expectations are explained directly and routines stay structured and predictable.
- Encourage reflection after performance:** Give him time to analyse what happened before suggesting improvements or changes.
- Recognise effort and reliability:** Praise Luke's discipline and leadership to reinforce the high standards he brings to the team.



Don'ts

- Don't use overly emotional feedback:** Luke prefers calm, logical communication rather than reactions based on frustration or excitement.
- Avoid vague instructions or unclear goals:** Ambiguity leads to confusion and frustration for him, as he values clear guidance to perform well.
- Avoid dismissing his opinions:** Luke values being heard and appreciates respectful discussion before decisions are finalised.

SAMPLE

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