

 ViQ<sup>®</sup> SPORT



## PSI - THEORY of Prof. Dr. Julius Kuhl (UNI Osnabrück)

Prof. Kuhl (terminal degree in Psychology, Habilitation) acts on the assumption of two modulations, which regulate the interdependency of negative and positive affects through interaction of systems of awareness and affects: **facilitation of intention/efficiency of actions** and **self improvement/experiences**. Goal of process: Self competence in emotional control by learning how to control emotional affects actively through a self guiding process (dialog of emotions).

1. Assumption of modulation	2. Assumption of modulation
<p style="text-align: center;"><b>Competitive spirit</b> O ⇨ A pleasure &amp; Experience</p>	<p style="text-align: center;"><b>Self-improvement</b> S ⇨ P Practise &amp; Experiences</p>
<p>“A” is stimulated through positive affects like pleasure, anticipation and courage. This person wants to live her/his competitive spirit, wants to act, wants to show what has been learned in practices, wants to implement strategic goals, wants to advance/ excel, fight and win, wants to play fast and intuitive (“flow”). Plays with self- confidence and doesn’t show any weaknesses even in difficult situations. One acts fast, intuitive, purposeful, skillfully and confident if one feels strong. Mostly every play/shot/action succeeds without putting much thought into planning or executing it. The facilitation of intention (efficient realization of one’s own intentions) is facilitated on the one hand through an alternation of one’s eagerness to act with a focus on difficulties/ challenges and one’s tolerance of frustration, and on the other hand facilitated through and one’s self- motivation with a focus on positive stimuli after successful facilitation of intentions (picture of winner trophy). In order to manage difficult situations, positive affects are being dulled (tolerating frustration). This person is able to turn down something in the short term in order to reach a goal/ win in the long run, grits her/his teeth and shows them. The realization of goals is most efficient when the person is good at switching between a positive vision of a goal and a focus on tackling obstacles/a focus on managing difficult tasks (winner). A changing vision between positive stimuli and mental steps/ mental plan towards achieving a goal facilitates getting into the winning mentality. Insecurity on the other hand destroys an efficient realization of a goal and lets the person freeze up. Being able to switch between positive stimulation and achievement of objectives brings the person closer to realizing a goal.</p>	<p>Self-improvement is enabled by the interaction of the Object recognition system and the extension memory. Negative affects have to be controlled/ minimized, i.e. one is open for new things, enjoys to learning and experience new stuff (curious/inquiring). “I want to experience it!” “I’m curious to learn it!” “I enjoy practicing!” Constant negative affects like fear, shame or stress prevent this person from self-improvement (development). Access to one self (extension memory), to one’s feelings, personal experiences and needs are mostly blocked. Conversations that reflect on what happens (practice) and what happened during competition are very important. Practice should be up to modern standards, repetitive, motivating (to learn more). Also, something unknown and new should build upon the person’s talent and already acquired skills integratively: technique, tactic/strategy, character. Situations of problem solving during practice foster self-improvement/development. This increases self- efficacy and inhibits an error- orientated mindset. Accessing the extension memory is the first step towards more balance and consistency at practice and in competition (strength). Also, the person or a team will be able to access her/ his talents and will refocus on personal strengths (compatible and (self-) determined). Stress- and relaxation exercises will help to access the extension memory under pressure situations (A- is regulated/ decreased). Being stuck on negative affects (missing the link to one’s extension memory) will lead to a strong focus on mistakes and threats. A person who fails to access his or her extension memory is likely to constantly nag about everything. Because of the negative affects, this person sees and feels only negative things and focuses on things that trigger negative emotions. The person neglects positive aspects and/or downplays positive emotions.</p>

### Conscious absorption of perception

## S – Sensing / Object Recognition System (ORS)

### The precise person (Quality and analysis)

Representative of the ORS (Object recognition system). Inclusion of all five senses for a realistic perception of details.

### Strengths of „S“ and it's learning behavior in practice/competition

- Objective= recognize segregate details and sense them
- 5 senses are used to feel/sense
- Keep details in mind easily, overlook little
- Able to predict dangerous situations/ mistakes: looks at details of mistakes and novel things; able to predict unexpected scenarios
- Object recognition system needs security and clarity!!! Wants to know how, why and for what something works. “Does it work?”
- Strong identification of “right and wrong” (either..., or...), grasps dissonance/friction/discrepancy and recognizes the known
- Quickly identifies discrepancy between something that is opposed to how it should be
- Learns present- orientated, realistic
- Prefers backed and trustful facts
- Likes practical, technical and hands- on practice
- Likes precise, qualitative & realistic learning/practice
- Good understanding of theory/strategy (detail orientated)
- Open for scientific deduction/deflection and hands- on (manual) trail and error
- Future is a prognosis not a fact
- Learns structured, rather slowly than fast, needs to categorize, likes routines (security through confident repetition & lots of repetitions)

### Unconscious absorption of perception

## A – Automatic / Intuitive Behaviour System (IBS)

### The doer (risk taker with options)

Someone with an intuitive behavioral control wants to act right away- now!- with utilization of automatic perception, perception that is guided by expectations

### Strengths of „A“ and it's learning behavior in practice/competition

- Acts intuitive and learns through practical/ virtual experience
- Develops patterns and habits. Needs quick, useful and effective repetitions. Practice and competition fosters automatic processes, automation will lead to success. Actions achieve desired impact/produce desired effect: “It works!”
- Experience in synchronization allow to act even quicker
- Wants to experience and process new material an intentions quickly! Motto: act first and try out first before processing information/ reflecting on what happened/being theoretical
- Strong ability to assert oneself! Mostly useful stuff is selected and learned
- Provokes to test consequences (tests trust of others)
- Among other things, learns through formulating hypotheses and prognoses
- The “IBS” is future- and benefit orientated (dreams and day dreams), expectations are too positive/ high at times (self- animation)
- This allows for a dynamic, flexible behavior (adaptation) in a constantly changing environment/different situations (...as well as...); Playing with ideas, prognoses, options, variety
- Positive attitude towards taking chances. Various contexts are quickly integrated with one another

- Likes to learn ingeniously (forms and colors), perceptually (likes to touch things; hands- on) to literally take something in
- Strong ability to “zoom” into observations and analyses:
- Contemplates positions from both a personal and from a foreign perspective (the inside and outside) including associated and dissociated positions (facilitates mental exercises such as imaginations)
- Sometimes overlooks the whole picture because of a strong focus on many details
- Things that don’t fit into the picture/ distract from reaching a goal draw attention (are increasingly signaled and connected with fear preferably through fear/ anxiety (“Something is wrong”))
- **Behavior and learning is “sensorbased- and motorized”, stimuli and reactions are being processed unconsciously and simultaneously. Person is not able to say why certain things worked out/ how she or he did it.**
- **Intuitive orientation (vision/ far- sightedness; deep, far and close vision)**
- **Absorption of perception: First superficial then detailed look, likely to oversee many details/ makes mistakes. “Oh, I must have missed that. I was too fast there”.**
- **Amplification of signals that belong to success- holds true for both positive and negative prognoses and expectations (negative prognoses/ expectations: mistakes are part of the game).**

#### **Object recognition system (ORS)**

##### **Prioritization of emotions: Fear/curiosity**

Negative affects / A- (mood) activates focus on dangerous signals and dissonances/ mistakes. In order for this person to process negative affects, the object recognition system has to cooperate with the extension memory: through eagerness to learn/inquisitive and reflection one increases self- improvement/development.

Learning goal: To turn fear and skepticism into curiosity, i.e. learning to be unaffected by mistakes/not to think about mistakes to think about the next play or shot, to forward with a good feeling: “let’s do this!”

#### **Intuitive behaviour system (IBS)**

##### **Prioritization of emotions: Anger (courage) and disgust**

Positive affect/ A+ activates IBS through joy, courage and encouragement and positive expectation (self- efficacy and success of actions).

Learning goal: Patience with inner strength and self- efficacy

### Expectations in Practice/Responsibility of coach

- Doesn't really trusts promises, believes what she/he sees and likes to ask questions, asks questions based on acquired knowledge
- Content goes before Process- need instructions and information before executing an action or play
- Prefers well structured practice, practice with a purpose
- Prefers silent and productive atmosphere
- Conscious learning draws a lot of energy (needs step- by- step approach)
- Likes to learn by her/himself, little active participation in the classroom or at practice
- Seems introverted, because the person needs to retreat from social contact in order to process information (mentally and physically)
- The "S" slowly processes and memorizes information. The person needs silence to do so.
- Teacher is responsible for productive atmosphere:
- Ingenious, precise, material that builds upon itself, structured, technically correct/ professional competence
- Not too fast, not too slow either- appropriate
- Patient and precise- new stuff only after old stuff has been well presented and comprehended (routine)
- Build on practice goals. This accelerates learning process
- "S" is generally anxious/fearful, fear results in passivity (black out), slowness, animates to see/notice details
- New content needs to be worked into context, new content needs to be linked to continuous story/process

### Expectations in Practice/Responsibility of coach

- Process goes before Content- learning (actively) in processes/ course of action
- Likes to learn in real settings (real game, competition), in nature and through active physical participation- "exploring, dominating, conquering" are strong learning- and game motives (competitive mindset and motivation)
- Exercising, sport, games, physical contact, direct experiences, technique, strength. Needs alternating/ changing/ wide variety of activities. Inactivity fosters inattentive learning behavior.
- Needs authentic, present, strong, courageous coaches, who talk loudly and clearly and act clearly without ambiguity (limits have to be set)
- Exemplified learner: creative and innovative (through testing)
- When there are indeterminate thoughts or ideas, IBS makes up new games or rules. Strongly solution- and success orientated
- Positive expectation of outcome (pleasant anticipation) and impatient actions; the expectation is to experience it NOW! Practical experience/ action is most fascinating, sometimes with an unrealistic approach or unrealistic hopes
- Orientation for action is distinct and quick. During courageous actions symbols, generalizations, and key words (for mental support) are utilized
- Very good visualization skills (mental practice/exercises)
- Learns with the right balance between effort and benefit (study time and efforts are balanced- there has to be a pay off)
- The "A" likes to take on risk. Learns from situations where e.g. courage is asked

### Conscious evaluation of perception

#### O – Objektive Memory (OM)

##### The planer (with structure, logically, continuity)

Represents the “intension memory” and is responsible for memorizing motivation and goals with structure and objectivity.

**Approach: Objective evaluation through facts.**

##### Strengths of “O” and its learning behavior in practice/competition

- High motivation for strategy/ tactic/ systems, because the “OM” likes to learn, play and compete tactically, meaningfully, structurally
- Evaluates decisions logically and analytically and memorizes after checking facts, doesn’t learn or act hastily or rash. “That’s it!” “That makes sense!”
- Is able to stabilize intentions in difficult situations, memorize intentions, and revive intentions (memorize). This is very important when person is not able to implement/convert, struggles, or action/learning objective is not meaningful
- Possible because positive affect of action is subdued
- Possible because of high tolerance of frustration
- To notice during competition: hesitation, stopping, slow motion, becomes slow in execution
- “Practice makes perfect”- “OM” learns until it’s perfect
- Learns self- controlled, also in accordance with standards, implements learning- and practice goals for the entire year, contract with oneself tied to principles
- Set a goal, plan the way and reach the goal
- Structure- orientated, factual/realistic, creates logical and precise sequence of content to be learned (study guide) “First this, then this...”

### Unconscious evaluation of perception

#### P – Personal Memory (PM)

##### One self (holistic + options + experience)

Represents the extension memory including the memorization of personal knowledge through experience. Acts and values subjective + very value-based. Very important is the fascination, harmony and sympathy.

##### Strengths of “P” and its learning behavior in practice /competition

- **Prefers sensual decisions based on personal subjective experiences, own needs and own value system/principles (associative process)**
- **Is able to rethink quickly. Mental/intellectual flexibility because of experience**
- **“P” likes to learn in a team or as we go/casually, situational interested, doesn’t like myna repetitions, especially if it’s not interesting/ becomes dull. Doesn’t like self-torment**
- **Practice/ Competition has to give pleasure to this person (fun!)**
- **Looks for new learning experience during games/ competition through a subtle nuanced (slightly different) approach (mistakes are repeated in a slightly different way)**
- **Integrative, slow learning process (has to become aware of the content), high (creative) frequency of repetitions even when material is interesting**
- **Interest in subjects/themes can change quickly (fascination)**
- **Holistic comprehension and thoughts (needs to fill one’s own library)**
- **Deep inner feelings includes intuition, learns self-regulatively and mostly intrinsically, follows fascination, able to process complex material**

- Cause- and effect relationship (watches context and criteria)
- Appears cool and unemotional (truth/real things is/are more important than emotions)
- Deliberate, foresighted decisions
- Conscious- controlled behavior: strictly in accordance with the plan
- Narrow range of perception

#### **OM - Prioritization of emotions: Shame, fear, curiosity**

The "OM" has a low positive effect "A(+)" and a low need for stimulation (self- motivating)- seems oftentimes very cool, unemotional (subdued emotion). This person has little facial expression, doesn't like to be touched (at arm's length). Emotionally self- controlled (ice cube), hesitant, contemplative, sometimes discouraged/ droopy and too shameful/ shy  
**Learning goal:** Overcome shame, positive emotion (social contacts) and to show more flexibility under pressure for plan B/C

- Incentives/Inspiration can come from the outside (coach, friend, mentor, pictures)
- Broad range of perception: attention to interests/environment
- Sense for the truth & authenticity (empathy)
- "PM" is important for complex decisions (gut feeling, unconscious actions); cannot say how she/ he did it.
- Grows from both positive and negative experiences (self-development/improvement)
- is consequently able to view differentiated
- Problem: To put thoughts into words, because the parallel processing of information (unconscious to conscious) is not always memorized in the presence. Game: Past ⇔ Future
- Learning is defined by: to reform, to experience, to coordinate, to integrate

#### **PM - Prioritization of emotions: joy and sorrow/grief**

The "PM" has a low negative affect "A(-)" and a low need for security (stimulated through positive affects/ emotions)  
**Learning goal:** More silence, calmness and objectivity. One has to learn to master problems.



### Expectations in Practice/Responsibility of coach

- Content and Processes - what counts is the right, structured plan that leads to success/a goal and the correct implementation/realization as agreed upon.
- Detailed study-, practice- and methodical plan, timetable, schedule
- Clear orientation (Strategy/tactic, game development) creates safety, security, certainty
- Focus and learning outcome is very important
- Very ambitious, persistent and precise
- Doesn't like to be distracted or disturbed
- Likes rules and norms, duties, structure, fairness, explicit and continuous rituals
- If... then... connection with clear criteria. "What is right?" Looks for the truth and the right.
- Likes to learn exploratory, scientifically
- Likes a quiet atmosphere that allows for a good focus
- Likes small study groups/teams. Tends to be individual sportsman.
- My plan, my goal, my strategy ⇔ self responsibility
- Good listener
- Motto: arrange and orientate- theorist

### Expectations in Practice/Responsibility of coach

- Process with content- trial and error, being active
- Learns models, prototypes, and follows patterns
- Implementation of subtle nuanced mutations (alternatives) and options
- Wants to please the coach, the team (personally) - wants to be popular
- Needs interesting, fascinating, dynamic, changing practice sessions, which stimulate. Reuses only what she/he likes.
- Needs personal reference to the coach. Uninteresting and unappealing stuff or people is rather not recognized/learned. Actions are motivated by sympathy
- Warning: low tolerance of frustration! Gives up quickly!
- Likes to decide subjective, according to one's own criteria
- Does a lot of things at once (practice, work, friends,...) and likes to leave options.
- Gets trapped/tangled in plays. Actions are too complicated.
- Focus increases as coach/teacher becomes emotional
- High repetition in practice (learns in steps)
- Knowledge gap is closed "creatively and intuitively"

## S – Characteristics, Object Recognition System (ORS)

### Low (up to 33)

- Low attention to details, not able to anticipate dangerous situations during games/plays
- Overlooks/ignores because a low “S” is not able to make out details and is not able process them individually
- Rarely reflects when there are discrepancies/disagreements/friction. Some mistakes are not recognized. A low ORS doesn’t see the mistakes.
- Acts unconcerned/carefree, superficial, incautious
- Loses focus quickly, quickly inattentive
- Little ambitious, gives up quickly
- Emotional variance, little fear to fail, because incautious and unconcerned
- Has problems to develop/ improve her-/himself 2nd Assumption of modulation: self- improvement is disabled because little ability to think about future situations/ plays
- Less motivated because of little attention to self improvement (little “S”). Is best supported when high need for security is satisfied.
- Are likely to be creative. Have a fast temporal experience/ experience of time
- Like speed.

#### Development/potential in physical and mental practice:

- Breathing- and relaxation exercises (learn to stay in the moment)
- Calmness and slower actions/ execution (in order to pick up more details)
- Awareness exercise in order to pick up more details and to be more precise (pause)
- Positive self talk & more motivation for the present moment
- Train senses (sensitize)
- Handling of negated fear

### High (above 67)

- Examines and evaluates every little detail extensively
- Quickly filters details and mistakes form the context and stays with the mistake for some time (body language: head down; thinks there is a need to further think about the mistake, repeats mistakes mentally)
- Expert in detecting dissonance/friction with almost compulsive view for mistakes and careful/tentative actions: “Better not influence anything!”
- Danger: Loses track of clear view and context (loses plot) - focuses on too many details- looks through microscope
- Inner security is easily interfered by mistakes (from within and from the outside e.g. trash talk)
- Safeguard mechanism: questions everything - solutions are not noticed by all five senses, “they are not felt or seen”
- Unusual situations (surprises) are something new and create insecurity; sometimes even results in shock (black out). Head down, look down if person is emotionally and consciously overextended by a situation
- Anxiety to fail is too big, too many options ⇒ blackout ⇒ doesn’t see any other possibility
- Advice doesn’t help/ helps rarely, this even supports error- orientated mindset

#### Development/potential in physical and mental practice:

- Calming measures effectuate down - regulation of negative affects. Breathing techniques and calm self talk is important.
- Senses become more receptive again (broad range of focus)
- Gate to personal memory (PM) opens up  
⇒ experiences become accessible again  
⇒ leads more optimism
- Creative- and risky actions in practice (e.g. blind pass after call/ blind shots)

## A – Characteristics, Intuitive Behaviour System (IBS)

### Low (up to 33)

- Little curious about new impulses/stimuli (less is more!).
- Minimization of risk and little physical play
- Lack of dominance and assurance in actions
- Polite, calm, little shy
- Little courageous (misses anger) ⇒ doesn't self- defend her-/himself
- Prefers theoretical and careful learning
- Avoids unusual game- situations and difficult problems (prefers simple tactics/ strategies/plays)
- Sometimes with self- abandonment, head down, discouraged (especially if situation is misjudged)
- Acts observed, calm, little flexible (motorized) ⇒ needs positive encouragement
- Is not a initiator in a team, not a leader- leaves supervision and organization of the team to others
- Doesn't prove her-/himself to others, little ambitious. Practices the essentials only, what the coach says (not more)
- Doesn't like a lot of repetitions
- Little access to intuitive plan of actions (plays/ shots)- finds it difficult to decide between right or wrong

#### Development/potential in physical and mental practice:

Build self- efficacy through repetitions and actions, learn to encourage oneself through positive self-talk, increase self-assurance and quickness of actions, practice risk taking and making decisions (courage), positive strengthening of existing resources, creativity and exemplified learning, successive development of resources, motivate to do more, without knowledge/act intuitively ⇒ act courageous without command/assignment

### High (above 67)

- Disposed to high risk. I'm courageous! I'm a fighter!
- Very dominant. THE BOSS! Leader! I'm going first!
- Very intuitive, follows gut feeling
- High quickness of actions (aptitude) enormous creative potential (solution- orientated)
- Thinks/ seems to know what is right: "Do it this way!" vehement representation of her/ his own opinion, conviction
- Discusses, acts with emphasis (pressure)
- Tends to provoke & foul other players (opponents), also easy to provoke, can also lead to problems with coach and team members
- Very afraid to be dominated by others ⇒ fear to lose control over area of influence, courses of action are not allowed
- Shows little (if any) nerves in pressure situations
- Accepts challenge/fight positively and courageously
- Military mindset and choice of words
- Eye- to- eye- fighting- game (an eye for an eye, a tooth for a tooth)
- Facial expression shows disgust if decisions don't please her/him (throws away arm and hand or leg/foot)

#### Development/potential in physical and mental practice:

Calming oneself down to repress of actions, mental strategy to execute smartly (restrain oneself), be a mentor and learn to see the teammate (increase social and emotional competency), empathy/ sympathy, respect and accept other's opinion, coaching/leader position (class representative), learn pulse control a.o. through mental movie /strategies of real and effective success, sport is regulator of inner unrest.

## O – Characteristics, Objektive Memory (OM)

### Low (up to 33)

- Low commitment (self-motivation) to reach a goal
- Variable when adhering to goals, intentions and concrete motivations (doesn't stick to goals): "What plan? Oh, right!"
- Not able to really "fight", to overcome something (doesn't push for the limit)
- Obstacles are not overcome. Goals and plays/ shots are sometimes cancelled ⇒ needs animation and instruction (direction) from the outside
- Hesitant actions and discouraged plays/ actions
- Difficulty in forming one's own intentions (tendency to slow down)
- Little stamina
- Takes on little risk
- Lack of problem solving strategies
- Didn't learn how to stand problems and to resolve them
- Got a lot of attention from parents/ coaches in childhood
- Little awareness/ basis for strategic, technical instructions/ demand
- Not a leader (little capable of leadership position)
- Little self- commutation, little objective
- Takes critics and suggestions personal immediately (sensible)
- May have problems to focus for a long time
- Retrospective awareness of one's own behavior in pressure situations
- Little sense for shame in the heat of the moment
- Release of anger (fear is reduced in that moment)

#### Development/ potential in physical and mental practice:

Push to the limit. Set and follow rules, norms & goals. Positive self talk (believe in oneself); clear self- instruction (inner command) with goal/ plan; formulate consequences to overcome inhibitions (fight inner demons); quality and pain/ torture; define personal dogma (believe).

### High (above 67)

- Wants to achieve goals at all cost, wants to follow and implement the plan/ strategy that was agreed upon (almost acts compulsively as commanded)
- Sustained, stubborn, is able to fight, strong will and strong assertiveness. "The plan/strategy has to be followed/ implemented."
- Very rational, structured, contemplative
- Wants to analyze objectively (then act)
- Wants true, technically sound criteria
- Logical success strategy with clarity and orientation
- Orientation: need security and plan/strategy over/before social and team orientation
- Pays strong attention, strong focus (seems cold at times)
- Competes/ acts only with mental plan/strategy
- Implementation needs some time, if IG is overly concerned with planning (focus on too many details)
- Needs to be convinced by the plan/ strategy to 100%
- One's own and foreign mistakes are devastating and lead to contemplation (Looking for mistakes: why did/ does the plan not work?)
- Freezes, moves stiff-legged, there is tension in her/ his movements, not able to get away from thinking too much
- Becomes tired to act, inflexible
- Environment/surrounding become less important. She/he needs/ wants to find and solve the mistake in the system.

#### Development/ potential in physical and mental practice:

Sense emotions like joy, excitement (passion), complement oneself, relaxation exercises, serenity, flexibility exercises (mentally: be able to change from plan A to plan B, creativity), movement/ exercise, feeling loose (e.g. Qi Gong), see chances in chaos, exercise intuition and trust towards other options to overcome struggles.

## P – Characteristics, Personal Memory (PM)

### Low (up to 33)

- Learns and acts directly, less holistic, only sees the one thing
- Less empathy for others
- Less emotion-orientated, little sense/awareness of others' emotions in conversation/interaction
- Less cautious of others under pressure
- Little tactfulness/sensitiveness
- Result/outcome orientated when working on projects (e.g. duel, shot on goal)
- Achieves goal without frills and emotions
- Shows little depth or open happiness
- Learns theoretically (theory)
- Mistakes are seen too rigorously or are not seen as own mistakes;
- It's the fault of others or it's the circumstances:  
Lacks ability to process personal information

#### **Development/ potential in physical and mental practice:**

Learn to live with own mistakes and to build a personal learning- and competitive fascination (a fascination towards the game/sport), needs to do assisting jobs and talk about interpersonal stuff in order to improve empathy, own orientation of values, improve creativity (problem solving, e.g. of open/unsolved situations), improve speed of actions and decisions. Process and memorize positive and negative experiences in precise conversations, show options and practice (with repetitions), see chances in a game through one's talent and act upon them, link knowledge and feelings (phantasize), learn to deal with joy and disappointment through conversations.

### High (above 67)

- Little commitment to duties and obligations. Wants to have control over learning process and the game. Follows her/his fascination and interest (only) about subjects/playing systems
- Has an own, personal way of playing/playing- philosophy (idiosyncratic)
- Lives according to own values, rules and measures
- Tends to be a "Diva", "Enfant terrible", tends to act extravagantly
- Visualization and self- commitment are helpful
- Resistant to advice. Rather takes on risk to give it a go.
- Needs experience in order to reflect. Difficult to anticipate mistakes.
- Reason: doesn't develop learning-, playing motivation otherwise
- Doesn't like reprehension
- Creative and flexible during competition
- Inconsistent performance (from excellent to poor)
- Strongly driven by/dependent on pleasure, joy, sympathy
- Little influence is enough to lose joy
- Imaginative, flexible, very emotional
- Doesn't like rituals, mindless repetitions
- Quick change (sometimes surprising) between wanting something/ not wanting something: "Oh, I don't want this any more!"

#### **Development/ potential in physical and mental practice:**

Experience/ reach limits in practice, learn to deal with listlessness (in order to fight through something), consciously follow a plan/without violation of specification, focus exercises, correctness/precision exercises, more conscious and precise course of action with memorization of experiences, respect danger, accept duties and use them positively, patience.

## Needs for stimulus

Utilization and regulation of positive affects as **energy to act** (being stimulated) and to **facilitate intentions**

Low (up to 50)	High (above 51)
<p>Wins from within, self-motivated. Not dependent on external stimuli.</p> <ul style="list-style-type: none"><li>▪ Is self-motivated</li><li>▪ Makes decisions by her-/ himself</li><li>▪ Inner and profound conversation is preferred</li><li>▪ Self- discipline; is able to uphold goals and intentions and is able to give everything at any time</li><li>▪ Fulfills duties and is competitive</li><li>▪ Solves problems in a dialogue with oneself, self- conversation, ponders and considers a long time</li><li>▪ Takes her/ his time and space to consider</li><li>▪ Prefers technical knowledge, a silent and calm learning atmosphere by her-/ himself or in a team of two</li><li>▪ Calm, reserved behavior</li><li>▪ Talks less, is less considerate, more quiet (than someone with a high need for stimuli)</li><li>▪ Only something well- thought- out is expressed</li><li>▪ Approaches others cautiously</li><li>▪ Is rather distant at first before getting to know someone (before getting close). This holds true for both relationships and new themes (skepticism).</li><li>▪ Doesn't need a distinct stimulus in order to act</li></ul>	<p>Gets energy to win/ achieve a goal primarily from others' motivation. Aligns to foreign/ outside stimuli (environment, family, friends) and likes to be animated, e.g. in a conversation.</p> <ul style="list-style-type: none"><li>▪ Action oriented and strong tendency to follow first reaction (spontaneous): likes to act quickly, with speed, flexible, impulsive, curious, inspiring</li><li>▪ Behavior, actions, body language, in conversations and their language on the field is/are expressive/forceful</li><li>▪ Looks for stimulation/arousal and variety (lives actively)</li><li>▪ Strives to fulfill other's expectations; measures of others mean a lot</li><li>▪ Able to assert oneself (reaches goals with dominance) through positive regulation of emotions (loaded with energy); likes to take risks, to try something out, to improvise, to be intuitive</li><li>▪ Likes to be active in teams (team player)</li><li>▪ Gives life and competition brightness and variety- creative inspiration and fascination</li><li>▪ Metabolizes a lot of energy (needs a lot of energy)</li><li>▪ Blanks out unpleasant things that disrupt the focus on a goal/ target expectation)</li><li>▪ Likes to learn in motion or with action</li></ul>

- Needs ability to self- motivate her-/himself in concrete situations (inner impulse) in order to leave preferred starting position (distance/ objectiveness)
- Shows seldom spontaneous reactions
- 
- Success is achieved through working order rather than through extensive short term efforts (procrastination)
- Doesn't bring up her/his own needs in a conversation
- Less creativity and less willingness to accept risk (than someone with a high need for stimuli)
- Focuses on her/his own performance without being distracted by current performances of others (team mates/ class mates)
- High strategic abilities
- Has problems with quick actions and solutions, has problems to quickly adapt to new circumstances/environments; this changes when something is learned well (secured!)
- Acts after careful consideration (security)
- Is not able to "let go"/stay smooth and is little spontaneous when athlete feels insecure
- Needs conscious analysis and likes to be profound.
- Focuses on less tasks, targeted effort
- Intimate, (prefers small teams) and likes herhis privacy, needs privacy to recover (obtains energy from privacy)
- Relies more on one's own feeling than on facts
- Doesn't like formalities, rituals, duties, and necessities
- Takes critical statements (very) personal
- Thinks about alternatives/options and thinks outside the box
- Looks for experiences that arouse (stimulate), experiences that test one's own limits (sometimes extreme experiences)
- High potential for enthusiasm (Joy, flow)
- High sense for recognition
- Talks (criticizes) back or switches topic when criticized
- Able to create ideas in direct interaction with others (conversation): strong communication skills
- Communication: quick and direct
- Likes to be cheered up, to be clapped on the back/shoulder by coach and others
- Danger: Unrealistic/escapist actions, too much enthusiasms
- Likes to take on risk
- Positive affect-basis for actions
- Creative variety

## Needs for security

Targeted to control negative affects in order to improve oneself (self- improvement) and to determine one's own way of life

Low (up to 50)	High (above 51)
<p>Sees the world with its possibilities/chances (options, diversity)</p> <ul style="list-style-type: none"> <li>▪ Process-orientated (not outcome orientated); is able to let things develop on the way and is able to see something good in unsuccessful projects/ actions/ competitions</li> <li>▪ Experiences are made through trial and error. New options are considered instead of holding on to mistakes and to get angry because of them.</li> <li>▪ Is able to adjust oneself quickly to new tasks/ jobs/challenges</li> <li>▪ High need for openness to new/unknown things; high need for independent behavior</li> <li>▪ Combines with spontaneity and flexibility</li> <li>▪ Tends to be late (unpunctual) and to forget (forgetful)</li> <li>▪ Doesn't like rituals, strong rules and doesn't like to do the same practice/ to learn from the same presentation ("...always the same stuff!")</li> <li>▪ Makes decision after all information has been gathered ⇒ decision making process takes some time</li> <li>▪ Sometimes not focused enough to act specifically, because at the same time too many options are recognized ⇒ not able to decide ⇒ has a hard time doing "..."</li> <li>▪ Equipped with a lot of self- determination- doesn't like to be told anything</li> <li>▪ Negative emotions (affects) can be regulated (controlled)- is able to calm oneself down; only needs little external attention (from others) to be cheered up: "It'll be better again next time!"</li> <li>▪ Not able to detect a mistake to 100%. "It'll be alright".</li> <li>▪ Doesn't like inhumane norms and rules that are too rigid ("not cool")</li> <li>▪ Less ambitious and less disciplined</li> <li>▪ Creative processes are interesting (path of education)</li> </ul>	<p>Prefers a world of decisions. Fear of defeat/ losing, focus on mistakes (perfection).</p> <ul style="list-style-type: none"> <li>▪ Perfectionist- always wants to do everything right; This, one's will and ability to make decisions is basis for success</li> <li>▪ High need for order and structure, clarity and unity (closeness)</li> <li>▪ Outcome- and detail orientated</li> <li>▪ Wants concrete goals and definite decisions including control, norms and rules</li> <li>▪ Highly ambitious with a strong will to win and to learn</li> <li>▪ Act and learn on individual responsibilities</li> <li>▪ Danger: wants too much, is too aggressive, too determined (doggedly determined), "Don't give up! Now more than ever!"- mentality</li> <li>▪ Values punctuality (being on time) and quality</li> <li>▪ Likes well structured and ambitious teams</li> <li>▪ Likes people who act predictable and reliable</li> <li>▪ Little willingness to take on risk, patient learning behavior</li> <li>▪ Positively stubborn (takes her/ his stance, "obstinate")</li> <li>▪ Punctuality (being on time), routine learning, norm- orientated, orderly learning- procedure</li> <li>▪ Reliability is very important</li> <li>▪ Under pressure: tense, little flexible</li> <li>▪ Tunnel vision: keeps unsuccessful strategy because negative feeling cannot be regulated/ controlled</li> <li>▪ Comes to a decision with ease and likes to exert influence on decisions</li> <li>▪ Possesses leader- competences, possesses endurance</li> <li>▪ Able to work under time pressure &amp; under pressure of deadlines</li> <li>▪ Convinces others of the rightness/correctness</li> <li>▪ Focuses on the essential/ basic</li> </ul>



## Motivational needs

### 1 - Security

Sti ⬇/ Sic ⬆

Linked to this basis of affects is a self- sustaining strategy, which is responsible for this coach/ athlete to adjust to and to join running systems. Hence, this athlete or coach is rather cautious and doesn't play her/himself in the foreground. She or he is able to focus well and doesn't like to be interrupted. For the most, this person is very ambitious and stubborn, sometimes behaves dogged and cannot be deflected from her/his way of doing something. To others she or he appears cool and distanced, sometimes even arrogant (self- protection). She/ he likes to act after structured consideration and mature reflection. This person is very conscientious. The meaningfulness of achieving a goal and the goal itself have to be clear.

### 3 - Independency

Sti + Sic ⬇

The tenor of a coach/ athlete with this motivational need can be described as "distant" or "live and let live". This person connects cool objectivity with autonomy (self- determination), also in the context of personal decisions, intentions, and goals. She/ he tends to discard and change self- proclaimed intentions and agreements as soon as they don't agree with current needs (this person is always self- sufficient/ autarkic and independent and just as often changes tactics and agreements). Under certain circumstances this causes a problem with healthy and appropriate (situational) aggressiveness in all areas of life. Self- determination of goals and intentions is very important. She/he is either very self- controlled or too emotional during a competition/ a game.

### 2 - Result

Sti + Sic ⬆

Athletes/ coaches with this motivational trait are so much convinced of their own image of reality that they want to convince their milieu (environment) of their view. On first sight, she/he is hard working, stable, and has stamina. However, this person can also be too much of a perfectionist, if she/he follows her/his urge to stipulate others how to behave. This person is found to communicate distinctively, which sometimes can turn into a commanding tone. She/he likes variety/diversity and decides quickly. The usefulness and the effect are very important.

### 4 - Freedom

Sti ⬆/ Sic ⬇

A person with this combination of needs wants to live in the moment (as if there was no past and there wont be any consequences). The athlete/ coach is oftentimes energetic, enthusiastic, diverse, likes to improvise and likes to try something out. Such a person has a strong suggestive effect on others (strongly influences others emotionally and psychologically). Sometimes it seems as if this person cheats her/his way through situations in life, competitions, decisions and careers. Formalities are not important, but the framework is. Restrictive necessities and narrowness (limitedness of something) e.g. discipline and tactics are loathsome to this person. She/ he acts primarily free and integrative (integral, integrate team mates). It is difficult in part to integrate oneself into a system. This person has a strong assertiveness and it happens that she/he provokes others.

Basic	SO - Workers	SP – Family	AO - Dominance	AP - Creativity
<b>Strenghts</b>	<b>Outcome-orientated</b> <ul style="list-style-type: none"> <li>• Discipline, stamina</li> <li>• Meticulously precise</li> <li>• Logical, analytical, structured thinker with knowledge of details (tactician)</li> <li>• Realistic, true and proven facts</li> <li>• Maker with a fighting spirit</li> <li>• Detects mistakes, detailed view</li> <li>• Good at playing safe</li> <li>• Controls “is” and “should”</li> <li>• Acts responsible- cause and effect</li> <li>• Manager, organizer</li> <li>• Comprehend instructions and implement them</li> <li>• Categorizes learning material</li> <li>• Routine activities</li> <li>• Honest feedbacks and reflection is important for self- development/ improvement</li> </ul>	<b>Development-orientated</b> <ul style="list-style-type: none"> <li>• Family spirit/support</li> <li>• Integration/networking</li> <li>• Patient and calm</li> <li>• Sense of responsibility and self- control</li> <li>• Loyal, family person</li> <li>• Structured (assortative), binding</li> <li>• Diligent and deliberate (cautious) actions</li> <li>• Sympathetic, friendly</li> <li>• Cooperative, tactful</li> <li>• Interested in people</li> <li>• Decisions are made with reason</li> <li>• Facts and details</li> <li>• Realism is omnipresent (realism is seen in everything)</li> <li>• Not a leader</li> <li>• Talented observer</li> <li>• Able to act both alone and in a team</li> <li>• Socially competent</li> </ul>	<b>Effect-orientated</b> <ul style="list-style-type: none"> <li>• Independent and autonomous</li> <li>• Leader</li> <li>• Willpower, fighting spirit</li> <li>• Wants to dominant actively/passively, wants to assert oneself</li> <li>• Power game/plays games with strategy and tactics</li> <li>• Hierarchy/ranking</li> <li>• High expectations of oneself and team players/coaches</li> <li>• Quality standards and competencies</li> <li>• Determined</li> <li>• Creativity plus theory</li> <li>• Networking/ integration</li> <li>• Explanation (teaching)</li> <li>• Order/ Obedience</li> <li>• Fear and trust</li> <li>• Science</li> <li>• Norms and rules</li> <li>• Reliability</li> </ul>	<b>Idea- orientated</b> <ul style="list-style-type: none"> <li>• Option and innovation</li> <li>• Intuition</li> <li>• Optimist</li> <li>• Scheme/abstract first, then details</li> <li>• Forms and reforms</li> <li>• Spontaneous and flexible</li> <li>• Personal development and education is important</li> <li>• Integrative, also when combining two approaches in one</li> <li>• Integrates team spirit and individual</li> <li>• Empathy, insightful</li> <li>• Comprehends systematically</li> <li>• Adaptability/action flexibility</li> <li>• Leadership traits</li> <li>• Problem solver, possesses sensitive early warning system</li> <li>• Eloquent and communicative</li> </ul>
<b>Emotions</b>	Fear (☹) anxiety / Curiosity Shame / Anger (Injustice)	Fear, anxiety / Curiosity Joy / Sorrow	Anger / Disgust (☹) Shame / Curiosity	Anger / Disgust (☹) Joy / Sorrow (😊)

	SO 1	SO 2	SO 3	SO 4
<b>Strength of character</b>	<ul style="list-style-type: none"> <li>○ Cool, calm, levelheaded</li> <li>○ Critical, realistic</li> <li>○ Fact- orientated</li> <li>○ Good focus</li> <li>○ Obstinate, ambitious (also with little incentive)</li> <li>○ Efficient</li> <li>○ Fair, reliable</li> <li>○ Direct implementation</li> <li>○ Hard working and resilient</li> <li>○ Discipline, order</li> </ul>	<ul style="list-style-type: none"> <li>○ Perfectionist</li> <li>○ Consequent and tough</li> <li>○ Values effort/ assiduity, reliability, and sense of responsibility</li> <li>○ Organizer, practitioner</li> <li>○ Good at analyzing</li> <li>○ Gets to the point</li> <li>○ Resilient</li> <li>○ Efficient</li> <li>○ Consequent/ consistent game</li> </ul>	<ul style="list-style-type: none"> <li>○ Attentive</li> <li>○ Critical, self- sufficient</li> <li>○ Practitioner with flexibility and ability to adapt</li> <li>○ Precise observer</li> <li>○ Discipline</li> <li>○ Tolerance</li> <li>○ Utilizes energy precisely/ focuses energy to the point</li> <li>○ Humorous</li> </ul>	<ul style="list-style-type: none"> <li>○ Action- orientated</li> <li>○ Pragmatic</li> <li>○ Resourceful realistic (has many ideas)</li> <li>○ Talented problem solver</li> <li>○ Tied to order/system while being unconventional</li> <li>○ Long- term plans</li> <li>○ Self- sufficiency</li> <li>○ Looks for “the special thing”</li> </ul>
<b>Sport</b>	<p>Detailed game and practice preparation (mental- and action/ game plan). Plays linear, precise, technically safe. Hard working during practice. Acts systematically/ purposeful. Little change of tactics during competition possible. Prefers the short (safe) pass and the one- two- touch play.</p> <p>Usually defensive mindset (central position) If forward/ striker with high “S” and low “O” and high “Sic” ⇒ also wing player. No mid- fielder.</p>	<p>Consistent game opening (security). Worker, smart in one- on- one situations. Focused on the game. Game has quality, practice is an obligation. Merciless critic: to her/- himself and others. Variably analytical. Plays linear. One- two- touch play. Talks back when provoked/ in no way inferior</p> <p>Impulsive when “Sti” is high → acts more quickly and impatient. Has to play with courage (bold, brave)</p> <p>Position: Defense (protect clean sheets) or forward/ striker</p>	<p>Independent preparation for a game/ competition. Smart- tackling and smart game opener. Highly focused. Plays linear. Learns from tackles, just like learning from theory. Able to predict the development of a game (good at anticipating). Prefers the short/ safe pass and prefers one- two- touch game</p> <p>Defensive play with forward drive. Wing player, midfield</p>	<p>Direct information from the coach: tactics/ strategies and their reasoning have to be known. Willing to take risks. Spontaneous. Trail and error. Inventive. Independent in competition. Wide perception/ anticipates. Smart in tackles. No trash talk. Learning by doing (experience) ⇒ hard practicing. Tends to overrate situations.</p> <p>Linear player with creativity, 6- position, defensive mid- fielder, game opener</p>

	SO 1	SO 2	SO 3	SO 4
<b>Leadership</b>	<ul style="list-style-type: none"> <li>o Deliberate decisions and communication</li> <li>o Established priorities/ measurements</li> <li>o Reliability/ Trust</li> <li>o Punctuality/ being on time (also wit performance/ accomplishment/ activity)</li> <li>o Tradition</li> <li>o Doesn't like compromises or quick changes</li> <li>o Needs precise Instructions and details ("Cover No. 8"!) </li></ul>	<ul style="list-style-type: none"> <li>o Role- model behavior</li> <li>o Stamina</li> <li>o High Expectations</li> <li>o Competency</li> <li>o Self- responsible</li> <li>o Actively engaged/ hands- on (organizes)</li> <li>o Very much enjoys to compare her-/himself to others</li> <li>o Wants to control and influence everything (rigid realist)</li> <li>o Doesn't trust visions (mistrust)</li> <li>o Precise Instructions</li> </ul>	<ul style="list-style-type: none"> <li>o Action- and target orientated</li> <li>o Priorities are set</li> <li>o Realistic when implementing, has principles</li> <li>o Independent but respects established order/ structure</li> <li>o Independent decision making process (lone decision maker)</li> <li>o Strongest critic her-/himself</li> <li>o Emotionless problem- solving</li> </ul>	<ul style="list-style-type: none"> <li>o Leader with principles</li> <li>o Has authority and is consequent (strict)</li> <li>o Precise priorities</li> <li>o Willing to make a compromise to keep the show running</li> <li>o Goal-motivated, has ideas</li> <li>o Responsible</li> <li>o Independent decision making process (lone decision maker)</li> <li>o Strongest critic her-/ himself, blames others</li> </ul>
<b>Motivation</b>	<ul style="list-style-type: none"> <li>o Quality</li> <li>o Set predictable goals</li> <li>o Precise Expectations</li> <li>o Needs support after mistakes</li> </ul>	<ul style="list-style-type: none"> <li>o Projects = season goal/ success</li> <li>o Continuity, Consistency, resilient</li> <li>o New training methods</li> <li>o Optimization</li> <li>o Measurements</li> </ul>	<ul style="list-style-type: none"> <li>o Factual pragmatic</li> <li>o Optimization</li> <li>o Personal motives</li> <li>o Learning new things/methods</li> <li>o Precise tasks</li> <li>o Tactic/strategy with challenge</li> </ul>	<ul style="list-style-type: none"> <li>o New and exciting things</li> <li>o Direct contact to life</li> <li>o Projects with calculated risk</li> <li>o Ambition over passion</li> <li>o Pragmatic tactic/ strategy</li> </ul>
<b>Teamplay</b>	<ul style="list-style-type: none"> <li>o Stable community!</li> <li>o Functioning, structured team, allows little closeness</li> <li>o Tends to be "loner" (independent)</li> <li>o Acts without a lot of talking</li> <li>o Rules are important</li> <li>o Learns to understand team mates</li> <li>o Loyal and fair</li> </ul>	<ul style="list-style-type: none"> <li>o Polite</li> <li>o Hard practice</li> <li>o Very much task- orientated</li> <li>o Not an emotional "builder" but gives everything for the team</li> <li>o Needs to balance expectations and personal standards Loyal and fair</li> </ul>	<ul style="list-style-type: none"> <li>o Cooperative</li> <li>o Tends to be a loner</li> <li>o Good listener</li> <li>o Gives/ contributes stability</li> <li>o Implementing tasks/ act on instructions has first priority</li> <li>o Problem: feels locked in (needs space)</li> <li>o Precise expectations &amp; standards</li> </ul>	<ul style="list-style-type: none"> <li>o Tolerance &amp; Acceptance</li> <li>o Cooperation on orderly basis</li> <li>o Good listener/ Openness</li> <li>o Wants to:</li> <li>o Fulfill expectations</li> <li>o Convince with idea/ smartness</li> <li>o Adhere to rules forcefully</li> <li>o</li> </ul>

	SO 1	SO 2	SO 3	SO 4
<b>STRESS</b>	<ul style="list-style-type: none"> <li>○ Able to regulate negative affects conditionally (not all the time)</li> <li>○ Tends to seclude oneself when negative affects cannot be regulated</li> <li>○ Uncertainties create nervousness and doubt</li> <li>○ Self- doubt</li> <li>○ Tunnel- vision (negatively)</li> <li>○ Contemplating (hesitant)</li> <li>○ Pedantic</li> <li>○ Sticks to habits</li> <li>○ Lacks intuition and vision (not farsighted/longsighted)</li> <li>○ Not able turn off mistakes from happening (needs a few repetitions to stop doing same mistake)</li> <li>○ Looks for the heart of the problem</li> <li>○ Cool, not sensible, resistant</li> <li>○ Has problems seeing long-term consequences</li> <li>○ Standpoint is defended rigidly</li> <li>○ With high intensity comes hard practice</li> <li>○ Trash- talk with high need for security</li> </ul>	<ul style="list-style-type: none"> <li>○ Rational analytic and problem solver (also in a dialogue)</li> <li>○ Overhasty actions when stimulation is high</li> <li>○ Talks back when provoked</li> <li>○ Contemplative passivity when committing mistake ⇒ head is down</li> <li>○ Angry when parameters/ requirements are not implemented</li> <li>○ Withdraws and is reserved. A brief cheer does good</li> <li>○ Impatient, sensible</li> <li>○ Little future- oriented (mistrust)</li> <li>○ Comparisons/ envy</li> <li>○ Irony/ sarcasm</li> <li>○ Merciless critic: to her/ himself and others</li> <li>○ Patronizing</li> </ul>	<ul style="list-style-type: none"> <li>○ Doesn't like compromises (mistrust)</li> <li>○ Dogmatic (bossy) and opinionated</li> <li>○ Rigid in opinions (point of view) ⇒ deliberating (mental) abidance when making mistakes ⇒ seems to be absent</li> <li>○ Not able to act (reduces action) ⇒ freezes/halts (is looking for information)</li> <li>○ Disassociates her/himself from others when there is discrepancy (danger to become isolated)</li> <li>○ Inner anger when there is injustice</li> <li>○ Danger to become dispassionate</li> <li>○ Inhibited when making decisions</li> <li>○ When unsuccessful everything is scanned/examined</li> <li>○ Emotionally dulled</li> <li>○ Seems despondent (low-spirited)</li> </ul>	<ul style="list-style-type: none"> <li>○ Takes command (leadership)</li> <li>○ Direct communication: offensive, hurting, unrelenting speech</li> <li>○ Little spontaneous but highly analytical</li> <li>○ Seems to provoke</li> <li>○ Attention to the essential ⇒ short commute</li> <li>○ Needs time</li> <li>○ Little tactfulness</li> <li>○ Too critical</li> <li>○ Uneasy/twitchy when agreements are not met</li> <li>○ Disassociates her/ himself from others when there is discrepancy (danger to become isolated)</li> <li>○ Little spontaneous</li> <li>○ Fear of illogical/unclear stuff</li> <li>○ Formalities are more important than sensitiveness (tactfulness)</li> </ul>

	SP 1	SP 2	SP 3	SP 4
<b>Strengths of character</b>	<ul style="list-style-type: none"> <li>○ Hard working &amp; engaged</li> <li>○ Self- improvement</li> <li>○ Binding</li> <li>○ Diligent, discipline</li> <li>○ Thorough when deliberating, cautious</li> <li>○ Down- to- earth</li> <li>○ Structure through conservative planning</li> <li>○ Acts hands- on</li> <li>○ Patient implementation, continuity, persevering</li> <li>○ Not being what she/he is not</li> </ul>	<ul style="list-style-type: none"> <li>○ Good memory for details and facts</li> <li>○ Personable, tactful</li> <li>○ Hard- lined idealistic</li> <li>○ Strong sense for fairness</li> <li>○ Unconscious fear of unpredictability of life</li> <li>○ Trust, reliable</li> <li>○ String- puller</li> <li>○ Strength and clarity</li> <li>○ Strong perseverance/ stamina</li> </ul>	<ul style="list-style-type: none"> <li>○ Observant</li> <li>○ Sensible, compassionate</li> <li>○ Loyal</li> <li>○ Authentic</li> <li>○ Responsible</li> <li>○ Appears to be free of care but carries profoundness within</li> <li>○ Farsighted</li> <li>○ Reliable when convinced</li> <li>○ Good memory for events and facts</li> </ul>	<ul style="list-style-type: none"> <li>○ Optimistic, happy</li> <li>○ Has lots of ideas and high zest for action (full of beans)</li> <li>○ Accommodating</li> <li>○ Strong realist</li> <li>○ Skillful problem solver</li> <li>○ Operates with passion</li> <li>○ Good observer</li> <li>○ Practical/precise,</li> <li>○ Empathetic</li> <li>○ Sensual mindfulness</li> <li>○ With ease, sensible</li> <li>○ Good memory for facts, interested in theories</li> </ul>
<b>Sport</b>	<p>Safe game opening. Puts teammates in good light with good passing game. Good preparation. When in arrears ⇒ deliberate actions. Wants to implement what was learned at practice. Steady dedication. Intensive perception. Efficient goals.</p> <p>Defensive midfield with forward drive</p>	<p>Clear instructions. Clear goals but details are determined by her/ himself. Joy is important. Realistic game assessment. Organizer. Safe game opening and ball possession. Has to play with fighting spirit “I want to...”. Discipline.</p> <p>Defensive and offensive midfield, forward. Fighter.</p>	<p>Game is subject to fluctuations. Calm ball game. Plays with her/ his eye and heart. Ability to see/ anticipate “empty space”. Strategy has to be convincing. Courage to play independently. Fighting spirit, not a playmaker</p> <p>Specialist, forward, midfielder.</p>	<p>Need identification with position and task. Learning from experiences (practice/ competition). Plays with unconventional actions. Willing to take on risk. Integrates her/ himself into the game with fighting spirit, being involved in the game. Connects match, player and strategy.</p> <p>Midfielder, (playmaker)</p>

	SP 1	SP 2	SP 3	SP 4
<b>Leadership</b>	<ul style="list-style-type: none"> <li>○ Role- model ⇒ personal actions/behavior are determined by own expectations she/he has of the behavior of others</li> <li>○ Stays calm in difficult situations</li> <li>○ Energetic joy</li> <li>○ Honest</li> <li>○ Accepts hierarchy</li> <li>○ Likes personal encounters</li> <li>○ Diplomat- utilizes her/his influence behind the scene</li> <li>○ Per se not a leader. Assistant coach (Youth, young adults)</li> </ul>	<ul style="list-style-type: none"> <li>○ Responsibility is the well- being of others: “Do something for yourself”</li> <li>○ Brings it to the point</li> <li>○ Energetic joy</li> <li>○ Mediating in conflict situations- unifying</li> <li>○ Grows in difficult situations</li> <li>○ Solidarity, Fairness</li> <li>○ No chaos</li> <li>○ Loyalty</li> <li>○ Feels obligated: Family (bond)</li> <li>○ Dedication/commitment for the team</li> </ul>	<ul style="list-style-type: none"> <li>○ Hides inner thoughts</li> <li>○ Difficult to please</li> <li>○ Shows actions</li> <li>○ Coordination</li> <li>○ Unusual silent strength and empathy</li> <li>○ Retreat after performance</li> <li>○ Spontaneous</li> <li>○ Open</li> <li>○ Overt</li> <li>○ Recognizes qualities of others</li> <li>○ Clear and precise</li> <li>○ Competent</li> <li>○ Uses influence</li> </ul>	<ul style="list-style-type: none"> <li>○ Identification</li> <li>○ Acts too carelessly</li> <li>○ Imprudent into the future</li> <li>○ Calm during crisis</li> <li>○ Not a leader</li> <li>○ Personal values</li> <li>○ Unconventional solutions instead of rules</li> <li>○ Are there for their teammates</li> <li>○ Collective responsibility</li> <li>○ Reputation &amp; autonomy</li> </ul>
<b>Motivation</b>	<ul style="list-style-type: none"> <li>○ Needs precise instructions, room to retreat</li> <li>○ Success through systems like human</li> <li>○ Needs trust</li> <li>○ Authenticity</li> <li>○ Appreciation</li> <li>○ Measurable results</li> <li>○ Trust- is upfront with someone with class</li> </ul>	<ul style="list-style-type: none"> <li>○ Important: development!</li> <li>○ Idealize</li> <li>○ Devotion</li> <li>○ Company (likes clubs/societies)</li> <li>○ Cooperation</li> <li>○ Clarity</li> <li>○ Authenticity</li> <li>○ Trust</li> <li>○ Simplicity- the essential</li> <li>○ Representative</li> </ul>	<ul style="list-style-type: none"> <li>○ Wants to be special!</li> <li>○ Passion</li> <li>○ Creativity</li> <li>○ Friends, positive atmosphere</li> <li>○ Little privileges</li> <li>○ Obstinate</li> <li>○ Learns from losses</li> <li>○ Practical results</li> <li>○ Trust</li> <li>○ Authenticity</li> </ul>	<ul style="list-style-type: none"> <li>○ The new</li> <li>○ Surprises</li> <li>○ Cooperation</li> <li>○ Inner satisfaction</li> <li>○ Free space</li> <li>○ Sensory stimuli that excite</li> <li>○ Job/ task with passion &amp; dedication</li> <li>○ Perfection and esthetic</li> <li>○ Precise goals</li> </ul>
<b>Teampplay</b>	<ul style="list-style-type: none"> <li>○ Partner- like team: loyalty</li> <li>○ Good listener</li> <li>○ Harmonic interaction</li> <li>○ Authentic</li> <li>○ Empathetic cooperation: “What does the team need?”</li> <li>○ Engagement for team/ teammates</li> <li>○ Diplomat</li> </ul>	<ul style="list-style-type: none"> <li>○ Strong reputation in the team</li> <li>○ Atmosphere of companionship with positive energy</li> <li>○ Reliably structured</li> <li>○ Rules are important</li> </ul>	<ul style="list-style-type: none"> <li>○ Team with passion and support</li> <li>○ The team needs to have a strong will</li> <li>○ Clear instructions</li> <li>○ Sees and is the individual in the team</li> </ul>	<ul style="list-style-type: none"> <li>○ Being involved in a team</li> <li>○ Team based on partnerships</li> <li>○ Good listener</li> <li>○ Winning</li> <li>○ Does legwork</li> <li>○ Not a leader of a team</li> <li>○ Sensing interpersonal stuff intensively</li> </ul>

	SP 1	SP 2	SP 3	SP 4
<b>STRESS</b>	<ul style="list-style-type: none"> <li>○ Problems become somatic (get sick)</li> <li>○ Resigned</li> <li>○ Little spontaneous, rather passive</li> <li>○ Danger to refuse intuitive actions</li> <li>○ Uncertainty/ risks are avoided rather than security built</li> <li>○ Little ability to deal with conflict</li> <li>○ Too dainty, critical, structured, not flexible</li> <li>○ Worries about making mistakes, not to be liked ⇒ waiting to act, hesitant</li> <li>○ Influences others, manipulates under certain circumstances</li> <li>○ Problem: Can't say "No".</li> <li>○ Need for shelter (needs to feel safe/ protected)</li> <li>○ Ingratitude stresses</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: To push conflicts away (supersede) because emotionally too wearing</li> <li>○ Becomes dominant (bullheaded) when personal position is threatened ("No, not like this!")</li> <li>○ Impatient</li> <li>○ Orients oneself along her/his priorities</li> <li>○ Fear of chaos</li> <li>○ Habits and conviction are strongly defended</li> <li>○ Fear of being denied by others</li> <li>○ Manipulative</li> <li>○ Easy to distract</li> <li>○ Problems become somatic (gets sick)</li> <li>○ Takes criticism (very) personal</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: dreams too much and doesn't act in practice</li> <li>○ Sweet-tempered</li> <li>○ Little ability to deal with conflicts</li> <li>○ Dependent on benevolent support of coach and teammate</li> <li>○ Problem: Flexibility and rules (personal view of things)</li> <li>○ Objection/conflict between determination and reality/ rules</li> <li>○ Loses self-confidence and courage if it doesn't go according to plan/ ideal</li> <li>○ Becomes tight under pressure (clenches) and retreats (vulnerable)</li> <li>○ Tends to underestimate</li> <li>○ Can "go on strike"</li> <li>○ Doesn't like to hurry with pressure</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: Too much attention to the outside and too little reflection within oneself ⇒ can not live with her/himself because she or he doesn't know enough about her/himself: masks that do not fit</li> <li>○ Well-tempered</li> <li>○ Easy to distract</li> <li>○ Not able to stand conflicts</li> <li>○ Depends on the judgment of others</li> <li>○ Does not want to suffer, needs success</li> <li>○ Difficulties to hang on/ persevere</li> <li>○ Discrepancy between inner and outer life</li> <li>○ Too much at once</li> <li>○ Recognizes necessary change of strategy too late</li> </ul>



	AO 1	AO 2	AO 3	AO 4
<b>Strengths of character</b>	<ul style="list-style-type: none"> <li>○ Original</li> <li>○ Individualistic</li> <li>○ Competent</li> <li>○ Very good analytical abilities (deep sense)</li> <li>○ Strong self- control, reserved</li> <li>○ Sees the meaning of something realistically</li> <li>○ Strong at making decisions/ assertive (ability advance oneself)</li> <li>○ Strong idealist</li> <li>○ Reasonable, rational, "is right"</li> </ul>	<ul style="list-style-type: none"> <li>○ Forthright, curious</li> <li>○ Analytical</li> <li>○ Eloquent</li> <li>○ Always want to be fast, efficient, and effective</li> <li>○ Courageous and smart</li> <li>○ Thinks in contexts (big picture)</li> <li>○ Willing to take on risk</li> <li>○ Strategist &amp; long-term goals</li> <li>○ Good preparation</li> <li>○ Can think ahead and identify long term perspectives</li> </ul>	<ul style="list-style-type: none"> <li>○ Analytic- visionary (broaden her/ his horizon)</li> <li>○ Context before details</li> <li>○ Autonomous self</li> <li>○ Logical mind (Ideas and knowledge form a mental picture)</li> <li>○ Not an emotional person</li> <li>○ Wants to know how something works (good learner)</li> <li>○ Flexible- adjusting</li> <li>○ Criticism is constructive</li> <li>○ Own moral/ethical orientation of values</li> </ul>	<ul style="list-style-type: none"> <li>○ Creative/initiative</li> <li>○ Idealist and futurist</li> <li>○ Lots of ideas</li> <li>○ "free floating attentiveness"</li> <li>○ Action orientated</li> <li>○ Assertive</li> <li>○ Very inquisitive</li> <li>○ Very intuitive</li> <li>○ Endless worker</li> <li>○ Likes to be right</li> <li>○ Stimulating energy</li> <li>○ Strong strategist</li> <li>○ Context before details</li> </ul>
<b>SPORT</b>	<p>Tends to exercise a individual sport. Intuitive actions. Most of the time strategically/ tactically perfect in games. High measures. Never giving up. Smart. Highly focused Quick. Ample cognition. Recognizes tactic/strategy quickly. Tackler. Good anticipation.</p> <p>6er position (soccer), defense with offense actions</p>	<p>Strives to play the perfect game. Strong strategic interest. Quick decision making and sees moving pattern (passing game). Duell!!! Intuitive skills. Match has to be controlled. Passionate. Fast paced game: impulse = action and good positioning of players. Likes it to tackle and courage situations.</p> <p>All-rounder, usually with forward drive</p>	<p>Strong strategic interest. Strategist. Intuitive perception. Purpose and goal orientated. Observes the game from the outside. Little nerves- good at penalty kicks. Good positioning. Helps her/himself. Play intelligently and modern. Need freedom/space. Creativity.</p> <p>All-rounder, mostly defensive-ly orientated</p>	<p>Spontaneously implementing ideas. Forceful, proactive, flexible game. Intuitive game opener. Tactical discipline is difficult. Wants challenges. Covering room stresses her/him out. Speech &amp; action. Good coordinative skills. Strong vigor. Technical skills.</p> <p>6-er position + game opening/ forward</p>

	AO 1	AO 2	AO 3	AO 4
<b>Leadership</b>	<ul style="list-style-type: none"> <li>○ In complex situations confident and comprehends quickly</li> <li>○ Willing to reform the system (strength)</li> <li>○ Passes on information only specifically</li> <li>○ Inner durability (endurance)</li> <li>○ Not a formalist</li> <li>○ Collects information</li> <li>○ Strong trust in oneself (Self-trust)</li> <li>○ Active</li> <li>○ Leader to 75%</li> </ul>	<ul style="list-style-type: none"> <li>○ Likes to give instructions</li> <li>○ Logical decision making</li> <li>○ Power games (argues and comments)</li> <li>○ Expert on strategy</li> <li>○ Strict</li> <li>○ High sense of duty</li> <li>○ Inner critic</li> <li>○ Rascal</li> <li>○ 100% leader</li> <li>○ Present through speech and actions</li> <li>○ "I want this! Are you with me?"</li> </ul>	<ul style="list-style-type: none"> <li>○ Good mentor!</li> <li>○ Long term goals</li> <li>○ Problem solver without getting emotional</li> <li>○ Pressure is accepted</li> <li>○ Options come from experience</li> <li>○ Silence- Balance</li> <li>○ Innovative</li> <li>○ Questions a lot self- critically</li> <li>○ Knowledge</li> <li>○ Per se not a leader</li> <li>○ Too independent</li> <li>○ Mystery- monger (Fort Knox)</li> </ul>	<ul style="list-style-type: none"> <li>○ Effective- successful strategies</li> <li>○ Collects information systematically</li> <li>○ Flexible approach</li> <li>○ Stamina</li> <li>○ Pragmatic- assertive</li> <li>○ Thinks systematically and looks for solutions</li> <li>○ Pulls strings</li> <li>○ Provokes</li> <li>○ Clear language (tone of voice)</li> <li>○ Supportive</li> <li>○ Also casual-comfort</li> </ul>
<b>Motivation</b>	<ul style="list-style-type: none"> <li>○ Sense for business (right mind for doing business)</li> <li>○ Strong morality, ideals</li> <li>○ Individual-has his own ways</li> <li>○ Resistance as challenge</li> <li>○ Pursue what is feasible</li> <li>○ Efficiency</li> <li>○ Strong effort</li> </ul>	<ul style="list-style-type: none"> <li>○ Intrinsic focus on success: "Be strong at all times!"</li> <li>○ Strongly involved (committed)</li> <li>○ Career before family</li> <li>○ Gives everything, sore loser</li> <li>○ Expert knowledge</li> </ul>	<ul style="list-style-type: none"> <li>○ Strong intrinsic motivation (appears shy and disinterested)</li> <li>○ Affinity to sciences</li> <li>○ Gives advice</li> <li>○ Optimizes to stabilize</li> </ul>	<ul style="list-style-type: none"> <li>○ Rascality (wiliness)</li> <li>○ Own moral standards</li> <li>○ Learns from conflicts</li> <li>○ Creativity</li> <li>○ Spectacular contribution</li> <li>○ Support programs</li> <li>○ Humanity</li> </ul>
<b>Teamplay</b>	<ul style="list-style-type: none"> <li>○ Tolerant</li> <li>○ Socially competent</li> <li>○ Team as forceful cooperation</li> <li>○ Precise perspective</li> <li>○ Responsible for oneself</li> <li>○ Group building (small AO power teams)</li> <li>○ Team with future</li> <li>○ Autonomy and Responsibility</li> <li>○ Clear team structure/hierarchy</li> </ul>	<ul style="list-style-type: none"> <li>○ Outcome/ goal is more important than teammates</li> <li>○ High expectations</li> <li>○ Powerteams ⇒ We! Wants to uncover and eliminate unknown factors through provocation</li> <li>○ Not showing any weakness</li> <li>○ Team as troop</li> <li>○ Independency vs. problems of integration</li> </ul>	<ul style="list-style-type: none"> <li>○ Not a big team player - autonomy is important</li> <li>○ Likes power- teams with personal responsibility</li> <li>○ Plays for her/ himself- self-determined</li> <li>○ Team has to stand criticism</li> <li>○ Consistent improvement</li> <li>○ Capable of consensus</li> <li>○ Small group of friends</li> <li>○ Supports other when stressed out</li> </ul>	<ul style="list-style-type: none"> <li>○ Inspiring player and coach</li> <li>○ Motivator</li> <li>○ Efficient</li> <li>○ Friendships and integration</li> <li>○ Dedication commitment</li> <li>○ Team that is willing to take on risk</li> <li>○ Can ignore feelings of teammates</li> <li>○ Wants acknowledgement but does not want dependency</li> <li>○ Powerteam with desire to succeed</li> </ul>

	AO 1	AO 2	AO 3	AO 4
<b>STRESS</b>	<ul style="list-style-type: none"> <li>○ Too critical &amp; withdraws her/ himself quickly (likes to be alone)</li> <li>○ Very obstinate, unadapted, doesn't accept subordination of oneself</li> <li>○ Impatient</li> <li>○ Strong inner critic, "inner voice"</li> <li>○ Tends to be angry (e.g. coworkers don't work to do their potential)</li> <li>○ Silent (reticent), little outgoing, distance, thoughts: are/is to (be) &amp; have to</li> <li>○ High inner pressure: aggressive, tense</li> <li>○ Excessive demands by oneself (self- overstrained)</li> <li>○ Serious, morose facial expression, pale face</li> <li>○ Authoritarian, praises/ lauds little</li> <li>○ Doesn't like compulsion and emotional conversations</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: to be too dominant and to be to judge too quickly ⇒ daunts others and interrupt their process/ development</li> <li>○ Subjective perception, biased</li> <li>○ Impatient</li> <li>○ No routine tasks</li> <li>○ Tends to forget (supersede things)</li> <li>○ Verbal rearguard action, inadequate sentences</li> <li>○ Extravagant</li> <li>○ Narcissistic</li> <li>○ Threatening</li> <li>○ Hardheaded</li> <li>○ Potential to escalate- does not see her/ his own mistakes</li> <li>○ Exaggerated hardness</li> <li>○ Does not give up</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: neglect own feelings ⇒ others do not have any information on her/ his feelings</li> <li>○ Has problems to show emotions vs. own feeling of superiority (arrogance)</li> <li>○ Cool and reserved</li> <li>○ Ends conflicts radically without a lot of fuss</li> <li>○ Diffuse, absent</li> <li>○ Compulsive, unproductive actions</li> <li>○ Hard self- comments, angry</li> <li>○ Judges sarcastically, sharp-edged</li> <li>○ Disciplining</li> <li>○ Sore loser</li> <li>○ Passive aggressiveness: tightly pressed lips/wrinkles on forehead</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: exaggerate power games just to see how other person/ team reacts</li> <li>○ Questions her/himself constantly- sense of inferiority</li> <li>○ Sees what she/he wants to see: does not revise model of thoughts ⇒ rigid behavior</li> <li>○ Erratic, undisciplined, easy to distract</li> <li>○ Projects a lot</li> <li>○ Egoistic</li> <li>○ Impatient, angry</li> <li>○ No routine work</li> <li>○ Constriction stresses her/ him out</li> <li>○ Tends to resign, to give up</li> <li>○ Passive aggressiveness: tightly pressed lips/wrinkles on forehead</li> </ul>

	AP 1	AP 2	AP 3	AP 4
<b>Strengths of character</b>	<ul style="list-style-type: none"> <li>○ Persevering</li> <li>○ Innovative chances</li> <li>○ Extraordinary mentor abilities</li> <li>○ Perceives signals from the environment with senses</li> <li>○ Conflict between intellect (mind) and intuition</li> <li>○ Originality</li> <li>○ Intuitive individualist</li> <li>○ Wants to convince</li> <li>○ Harmony orientated</li> </ul>	<ul style="list-style-type: none"> <li>○ Insightful, understands motives of others</li> <li>○ Attentive</li> <li>○ Loyal: win- win</li> <li>○ Healthy aggressiveness in duels (one- on- one)</li> <li>○ Holistic approach when solving problems</li> <li>○ Reach goals together with friends (joy!)</li> <li>○ Moving orientation</li> <li>○ Foster development</li> </ul>	<ul style="list-style-type: none"> <li>○ Social - idealistic</li> <li>○ Creative - instinctive</li> <li>○ Individualist but at the same time values relationships</li> <li>○ Consistent look for alternatives, trendsetter</li> <li>○ Personal ideals ⇒ genius</li> <li>○ Visionary</li> <li>○ Find reason in things (profound)</li> <li>○ Courage to be autonomy</li> </ul>	<ul style="list-style-type: none"> <li>○ Able to get enthusiastic/ show one's enthusiasm</li> <li>○ Highly imaginative</li> <li>○ Unconventional solutions</li> <li>○ Instinctive person</li> <li>○ High working capacity when fascinated (no rest)</li> <li>○ Self-educated person (projects)</li> <li>○ Broad spectrum</li> <li>○ Communication on relationship level</li> <li>○ Empathic, sees others' potential of development</li> </ul>
<b>SPORT</b>	<p>Innovative tactician/ maneuverer. Consultant/ mentor. Good organizer of game. 7th sense. Quick game. Anticipates path on which player is running &amp; sees free space/ room/ openings ⇒ eye for room including having a system. Flexible. Likes challenges. Quick conception. Big goals. Give everything. Relaxed practice.</p> <p>Midfield, forward (instinct)</p>	<p>Broad perception/focus. Sees room/openings. Intuitive &amp; quick decisions/games. Hand on (practical) + expressive. Quick powers of comprehension. Focused on the essential. Difficult to read in games (incalculable). Creativity springs from actions. Right in the middle.</p> <p>Midfield, forward, central position</p>	<p>Learns from experience- not from theory. Innovative- creative. Perception/focus on the complex stuff. Farsighted. Ambitious when stimulated. "How" rather than "what". Quick intuition. Rigid independency- self- sufficient. Can read game quickly ⇒ anticipates what is coming. Strategy/tactic is implemented.</p> <p>Goal keeper/forward, game opener</p>	<p>Distinct intuitive, innovative coach/athlete. Unbiased. Positive relationship to coach/speech. Broad perception- sees room/openings. Registers situations in a game speculative and quick. Good anticipation. Something new. Hard to calculate/difficult to predict next actions. All positions. Many mental pictures. Own view of game.</p> <p>Goal keeper/forward, game opener (instinct)</p>

	AP 1	AP 2	AP 3	AP 4
Leadership	<p>Good mentor and motivator! Authenticity. Responsible. Clear conviction/ belief. Diligent. Assortative. Reliable. Graceful. Looks for alternatives. Discrete. Hardheaded achievement of goal. Senses danger (smells it). Resilient. Honest. Fair. Helping.</p>	<p>Motivator and mentor, Clear long term goals. Loaded with energy when self-confident. Innovative. Active and swinging. Positive challenges. Rather "how" than "what". Helps quickly. High performance capabilities. Can develop ideas in a conversation.</p>	<p>Animator and intermediary. Idealistic optimist. Innovative. Easy to excite (meaningful). Resilient. Willing to think about own weaknesses and to change. Understands deeper sense. To clear out the old stuff. Decides by her/himself.</p>	<p>Coach, animator and mentor. Authenticity. Optimist. Questions traditions. Brings movement, changes. Important, big goals. Connects possibilities. Thinks about cause and effect (context). Eloquent. Unclear instructions. Of good nature/well-tempered.</p>
Motivation	<p>Future/alternatives. Optimism. No routine. Sees the positive things. Self-development. Theories/tactic. Likes to read. Projects. Humanity</p>	<p>Ideals and values. Appreciation. Good motivator. Inspiring. Likes to be praised/ commended. Needs stimulation/participation. Visionary.</p>	<p>Likes to make her/his own experiences. Needs big goals. Likes art, music. Can not distinguish between vision and facts. Autonomy. The particular/specialty is cool.</p>	<p>Fascination. Projects. Trial and error-inspired. Self-taught person. Positive stimulation. Motivator. Wants success. Cooperation.</p>
Teamplay	<p>Navigates colleagues/team with calmness and system (assortative). Inspires. Harmonizes. Optimistic. Talent of improvisation. Motivates when being behind (in arrears). Good at convincing and connect personalities. Acts discretely. Adjusts. Supports team with belief in team mates.</p>	<p>Active and dedicated team player. Integrating/involving and direct grappling. Charme. Loyalty. Takes consequences for others into account (respects them). Mediates in conflicts but is not deciding factor in resolving conflict (last consequence is missing). Team values are important. Gives her/his team the feeling of belief. Conflict intermediary. Team representative.</p>	<p>Prefers small power-teams. Wants to please everybody. Intermediating conflict-moderator. Harmony. Respect. Own team goals and team ideals. Freedom. Self-centered. Team animator and moderator. Solidarity. Unbureaucratic helper/supporter. Supports team with belief in team mates.</p>	<p>Big team player. Conflict mediator. Needs trust. Stabilizes. Little rules and norms. Philosophize. Integrates people in decision making process. Originality. Freedom. Gives team mate feeling of approval/appreciation. Contributes ideas. Animates team mates to use potential. Supports team with belief in team mates.</p>

	AP 1	AP 2	AP 3	AP 4
<b>STRESS</b>	<ul style="list-style-type: none"> <li>○ Danger: to become hesitant (deliberate, chronic tightness/tension)</li> <li>○ Controlling</li> <li>○ Forces her/his visions upon others</li> <li>○ Absent with thoughts, does not listen</li> <li>○ Takes criticism personal</li> <li>○ Radical simplification, not subtlety</li> <li>○ Authority</li> <li>○ When identification with project/goal is high she/he can be devastated and develop feelings of guilt</li> <li>○ Negligibilities</li> <li>○ Keeps quiet about (painful) problems, supersedes problems</li> <li>○ Quick emotional change</li> <li>○ Delegates too little</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: to be too idealistic and too loyal ⇒ loses sight of goal</li> <li>○ Impatient, impulsive</li> <li>○ Not balanced “thin skin”</li> <li>○ Takes criticism personally, defends her/himself with a lot of words</li> <li>○ Overeagerness</li> <li>○ Tends to forget about problems (supersedes them)</li> <li>○ Does not like to be bored and does not like too many details</li> <li>○ Distances oneself from others when feeling pain/sick (disgust)</li> <li>○ Self-critic (mistakes), also when mistakes are not yet attributed to oneself</li> <li>○ Needs inner and outer balance</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: too little focus on goal and too little concrete/ specific</li> <li>○ Am I able to lead?</li> <li>○ Distancing her/himself</li> <li>○ Can not say “No”</li> <li>○ Escapes in parallel world, does not recognize others if lost in thoughts</li> <li>○ Impatient</li> <li>○ Vulnerability</li> <li>○ Pondering/deliberating instead of acting</li> <li>○ Hard-lined/ uncompromising</li> <li>○ Withdraws when it goes wrong</li> <li>○ Feelings before logic</li> <li>○ Too many impressions</li> <li>○ Shies away from confrontation/conflict</li> <li>○ Protection wall: does not talk about personal emotions</li> </ul>	<ul style="list-style-type: none"> <li>○ Danger: having too many ideas and to not finish stuff</li> <li>○ To dissipate one’s energies</li> <li>○ Unfocused working behavior ⇒ details are boring</li> <li>○ Destructive, resigns when emotionally overloaded</li> <li>○ Too little down-to-earth and too little endurance/persistence</li> <li>○ Incomplete preparation, improvises</li> <li>○ Impatient</li> <li>○ Provokes, ironic</li> <li>○ Does not pursue problems in detail</li> <li>○ Sensible when limited (border)</li> <li>○ Variable (changeable)</li> <li>○ Details do not convey</li> <li>○ Procrastinates</li> <li>○ Careless, quick promises</li> </ul>

---

**My mental goals this season**

1.

2.

**Stress thoughts** *before competition* and my new strategy

**Stress thoughts** *during competition* and my new strategy

**My belief of success**

**My three strongest points of success**

---

**Mental practise**

**Starting day:**

1.Quartal	2.Quartal	3.Quartal	4.Quartal



## Motivation, emotions and their task/work

<p><b>Relation</b></p>	<p><b>Joy</b>  Facilitates social bonds. As a result, we become help.  Show joy is contagious, empathic, peaceful.  Joy support action at the beginning and spontaneous, creative acts.</p>	<p><b>Sorrow (Enttäuschung)</b>  Key role in empathy, sympathy, altruistic behavior. Indicates that something is not right. Reduce the speed to think can. Allows closer look at the disappointment or failure.</p>
<p><b>Dominance (Power)</b></p>	<p><b>Rage (Anger)</b>  Positive: Courage.  Same emotion, but two different goals.  Mobilized forces of change.  Anger does not have to be associated with aggression. An annoying facial expression to avoid aggression.</p>	<p><b>Disgust</b>  Key stimulus for uncleanliness prevents grow to be bad food.  Helps decisions and say no.</p>
<p><b>Knowledge (Performance)</b></p>	<p><b>Fear / Surprice</b>  Positive: Curiosity  Whistleblower possible dangers. To look more closely and motivated to learn new things.</p>	<p><b>Shame</b>  Reinforced socially desirable behavior.  Arises in situations that are perceived as inappropriate.  Can feel a shortage. Motivated to broaden skills (learning).</p>

---

## „Character formula“

---

**SELF** + **EGO** (Actually) = **CHARACTER**

### Gen-Code

- + Limbic System
- + Emotions
- + System of perception
- + Relations  
(Self-development)
- + Mail goal: surviving

### Identity (Family/Culture/Values)

#### Inner beliefs

(Motivations & Values)

Practise/Competence/Talent  
Performance  
Experiences & Reviews  
Education und Family  
Goals  
Feelings  
(become conscious emotions)

### Standing

Authenticity / Autorität  
Will / Motivation  
Passion  
Curiosity

Individual typical orientation of  
thinking and behaviour



## **Heiko Hansen**

Developers of reports & instructor for ViQ® SPORT

**[www.viq-sport.de](http://www.viq-sport.de)**

**CEO of Talenhaus GmbH**

**Coach, Sport Mental Coach, Mediator, EFT & EMDR-Coach, Hypnotics, Author of several books**

**Copyright and all rights:**

**Heiko Hansen, Bad Bramstedt (Germany), [www.talenthau.de](http://www.talenthau.de)**

