

# *Spann & Associates*

## **Professional Athlete Performance Assessment**

**Prepared for:**

***Demonstration Samples***

- *This material is confidential and personal.*
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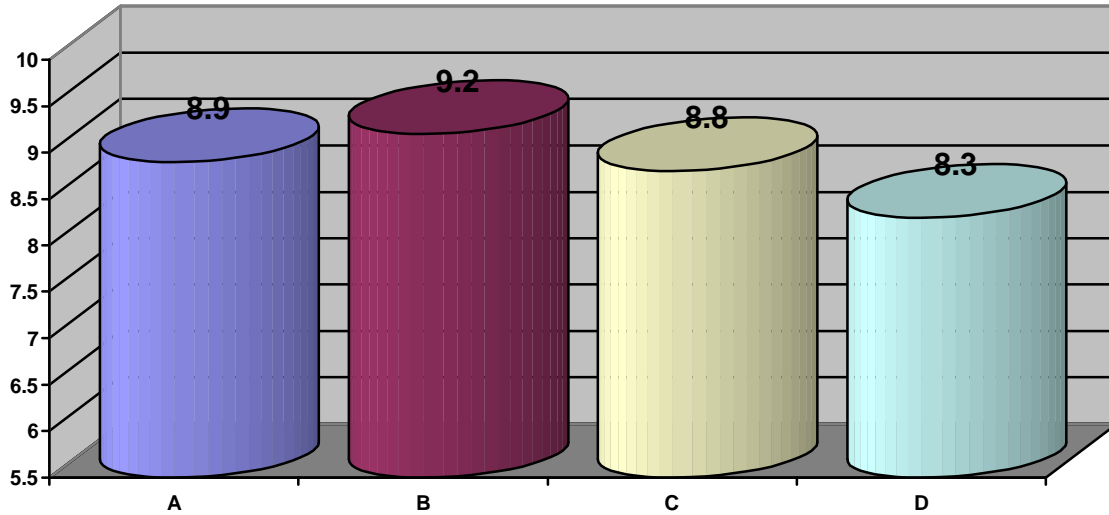
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**Professional Athlete Performance Assessment**  
**PERFORMANCE INDICATOR SCALE**

**GLOBAL GRAPH**

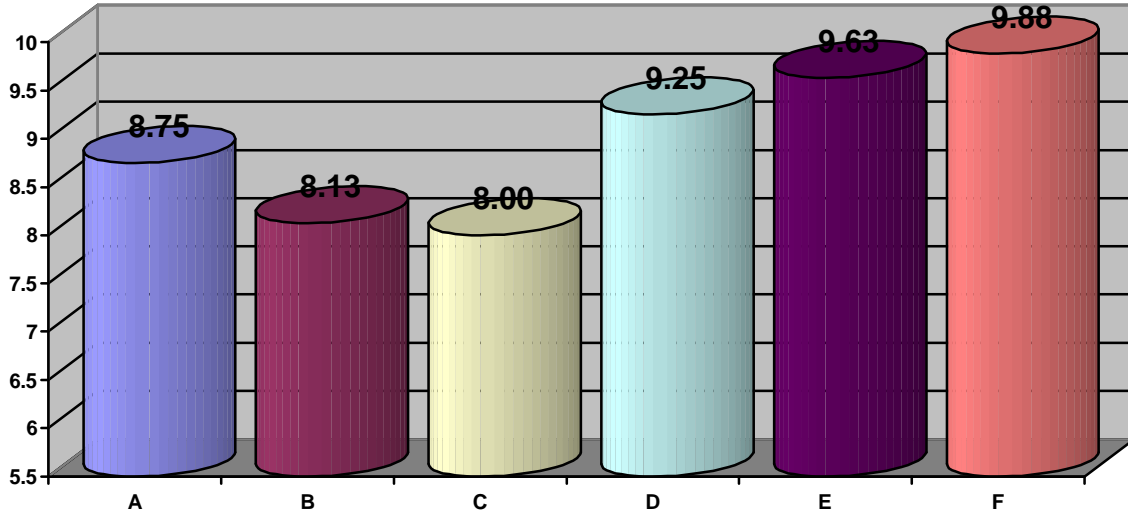


<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) FOCUS (8.9)</b> — Ability to identify and take care of critical issues, tasks, and goals.
<b>B) FIRE (9.2)</b> — Drive and energy for completing tasks and goals.
<b>C) FAITH (8.8)</b> — Belief that the best can and will happen combined with the ability to stay on track regardless of the circumstances.
<b>D) FEAR (8.3)</b> — Sensitivity to exposure and criticism for not measuring up to expectations of self and others, for not completing tasks and goals.

## Professional Athlete Performance Assessment PERSONAL PERFORMANCE PROFILE

### FOCUS



**FOCUS:** These capacities measure the ability to marshall energy to attain self goals as well as the ability of be persistent and consistent.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Attention To What Is Happening (8.75)</b> — The ability to pay attention to the achievement of results and to decide to what extent attaining results is a major factor pushing one to action.
<b>B) Ability To Act Consistently (8.13)</b> — The ability to maintain a sense of constancy and continuity in one's actions.
<b>C) Self Control (8.00)</b> — The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.
<b>D) Ability To Manage Stress (9.25)</b> — This capacity measures how well one can balance and manage anxiety despair and depressive attitudes.
<b>E) Ability To Set Realistic Goals (9.63)</b> — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.
<b>F) Flexibility (9.88)</b> — This capacity measures the effect of rigid, dogmatic views and the effect of these views on the decision making process.

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## **Professional Athlete Performance Assessment DEVELOPMENT COMMENTS (FOCUS)**

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### **Attention To What Is Happening: (Focus/Development Area)**

You can become consumed by the need to create a practical result such that your thinking is locked on a tangent and out of balance. As a result of this extreme focus on results, you may have difficulty acting until the conditions fulfill all of your expectations. Seek feedback to maintain a balance in your thinking.

### **Ability To Act Consistently: (Focus/Development Area)**

A combination of a compulsive need to push ahead and a feeling of frustration and dissatisfaction about your current circumstances can lead to inconsistencies in your decisions and actions. Take the time to examine your priorities and expectations to make certain that you can realistically accomplish what you set out to do.

### **Self Control: (Focus/Development Area)**

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems or become impatient and feel a need to act before all of the facts and options have been evaluated.

### **Ability To Manage Stress: (Focus/Strength)**

You have a unique combination of clear personal identity and an excellent sense of balance in your life which gives you the ability to see and accept not only your personal successes but also the successes and mistakes which happen in the world. You have a realistic, optimistic belief that things will work for the best.

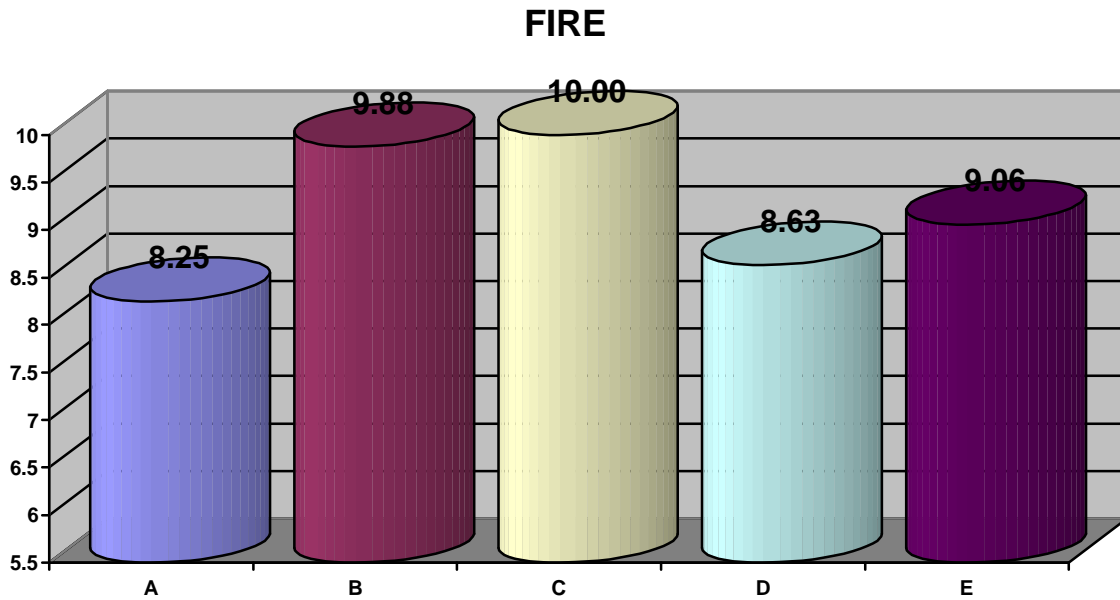
### **Ability To Set Realistic Goals: (Focus/Strength)**

Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done the way which you believe to be right will build commitment and attentiveness to setting goals and plans which reflect the ideas, ideals and principles which are important to you.

### **Flexibility: (Focus/Strength)**

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

## Professional Athlete Performance Assessment PERSONAL PERFORMANCE PROFILE



**FIRE:** These capacities measure the ability to marshall drive and energy for completing tasks and goals.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Initiative (8.25)** — This capacity measures the ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

**B) Drive Toward Goals (9.88)** — This capacity measures the ability to be excited about and committed to one's goals and to marshall energy to push toward the attainment of these goals.

**C) Need To Achieve (10.00)** — This capacity measures how strongly one needs to attain success to feel valuable and worthwhile.

**D) Ambition (8.63)** — This capacity measures the ability to set inner ideals which become the standard for achievement and success, a strong sense of drive toward excellence.

**E) Willingness To Take Action (9.06)** — This capacity measures the ability to pay attention to the achievement of concrete results. Attaining results is a major factor pushing one to action.

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**Professional Athlete Performance Assessment**  
**DEVELOPMENT COMMENTS**  
**(FIRE)**

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**Need To Get Things Done: (Fire/Development Area)**

Your unconventional, individualistic and inventive common sense, practical thinking can cause you to be inconsistently driven by the need to create results. Develop a checklist or reminder system to help you identify those occasions when the skepticism and cautious attitudes which can result from your inventiveness are interfering with your ability to act.

**Drive Toward Goals: (Fire/Strength)**

Your self perfectionism and idealism combined with keen appreciation for structured, analytical thinking generates strong drive toward your personal goals and objectives and commitment to the goals and objectives which you adopt from organizational or other sources.

**Need To Achieve: (Fire/Strength)**

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

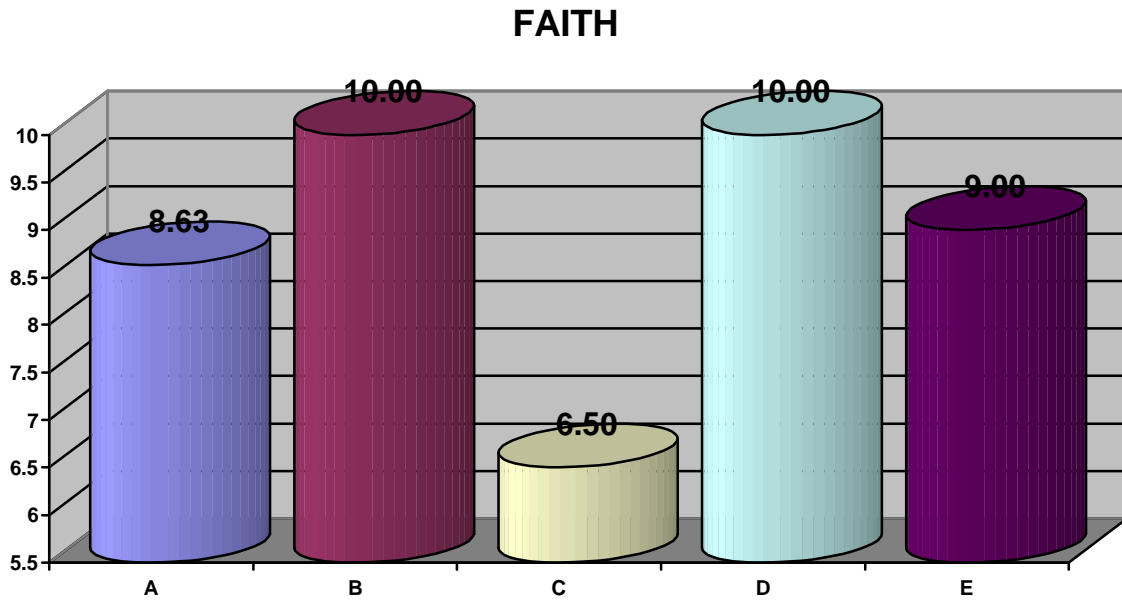
**Ambition: (Fire/Development Area)**

You have such a perfectionistic attitude toward yourself that you restrict your options for action and hesitate until you believe the perfect conditions exist. Examine your priorities for deciding and acting to make certain that you are being realistic about what you expect to occur.

**Willingness To Get Things Done: (Fire/Strength)**

You have the ability to identify those goals, ideals and actions and activities which not only give your life a sense of meaning and purpose but also provide you a sense of urgency to act. However, you are currently in social/role transition uncertain about which social/role image is best and this indecisiveness can lead you to delay your decisions.

## Professional Athlete Performance Assessment PERSONAL PERFORMANCE PROFILE



**FAITH:** These capacities measure a person's belief that the best can and will happen combined with the ability to stay on track regardless of circumstances.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Belief In Oneself (8.63)** — This capacity measures the ability to develop and maintain inner strength based on the belief that one will succeed.

**B) Belief In The Future (10.00)** — This capacity measures the ability of to maintain one's direction in spite of the obstacles and to stay on target regardless of circumstances.

**C) Belief In The Present (6.50)** — This capacity measures's one's ability to feel comfortable and competent about what one is doing and how one is being viewed in society.

**D) Attitude Toward Oneself (10.00)** — This capacity measures the ability to consistently maintain a positive attitude toward oneself.

**E) Overall Optimism (9.00)** — This capacity measures the ability to maintain consistently positive attitudes which expect that the best can and will happen.

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**Professional Athlete Performance Assessment**  
**DEVELOPMENT COMMENTS**  
**(FAITH)**

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**Belief In Oneself: (Faith/Development Area)**

You are in social/role frustration with an unclear sense of social/role image. You will likely underestimate the possibilities for achievement which your current situation offers and feel frustration and dissatisfaction, leading to inconsistencies in your decisions and actions.

**Belief In The Future: (Faith/Strength)**

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

**Belief In The Present: (Faith/Development Area)**

You are in social/role transition feeling frustrated and uncertain about what you want to do. As a result of this transition, your decisions and actions can be inconsistent. Seek feedback either individually or in a workshop on self development to help you decide what you want to do and to help you see the opportunities for action.

**Self Attitude: (Faith/Strength)**

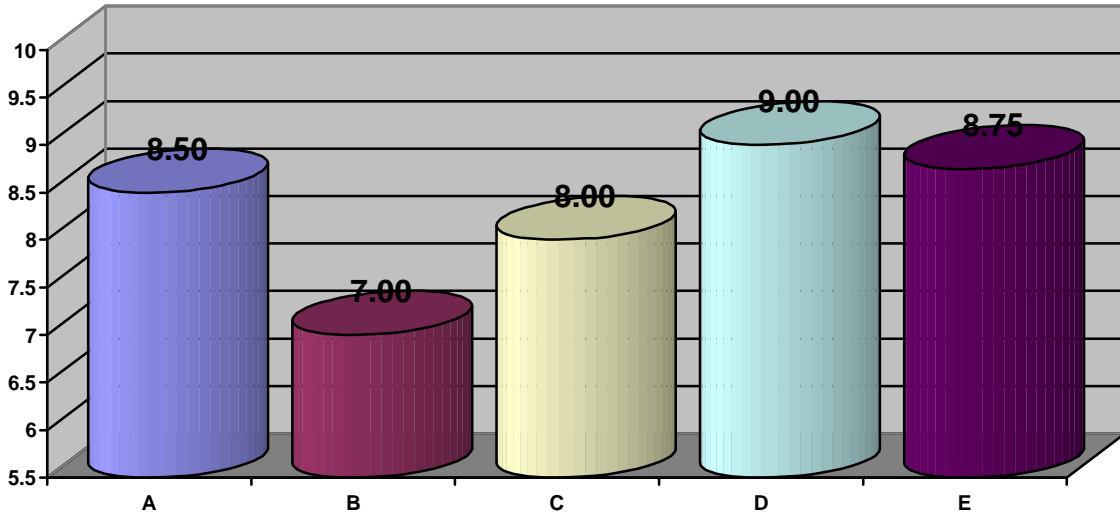
You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

**Overall Optimism: (Faith/Strength)**

You have a very dynamic, positive overall attitude which can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

**Professional Athlete Performance Assessment  
PERSONAL PERFORMANCE PROFILE**

**FEAR**



**FEAR:** These capacities measure a person's sensitivity to exposure and criticism when they do not measure up to expectations or complete tasks and goals.

<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

**A) Fear Of Disappointing Others (8.50)** — This capacity indicates the degree to which one can be objective about others without allowing personal feelings, positive or negative, to get in the way of making decisions.

**B) Fear About Performing To One's Best (7.00)** — This capacity measures the effect of social/role frustration and dissatisfaction on one's ability to consistently feel competent and functional.

**C) Fear About Realizing Goals (8.00)** — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand the best.

**D) Fear About Fitting In (9.00)** — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

**E) Fear About Being Worthy (8.75)** — This capacity measures the ability to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from social/role or ideal self images and expectations.

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**Professional Athlete Performance Assessment**  
**DEVELOPMENT COMMENTS**  
**(FEAR)**

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**Fear Of Disappointing Others: (Fear/Development Area)**

You tend to be too trusting of others and too accountable for what happens to others. As a result, you will likely be oversensitive to meeting the needs and interests of others and too sensitive about what others think and say about you. Seek input directly from others or a course on building relational skills to develop a more realistic attitude toward others.

**Fear About Performing To One's Best: (Fear/Development Area)**

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a workshop on self development to evaluate what you want to do, what you feel you should do and what opportunities for action exist around you.

**Fear About Realizing Goals: (Fear/Development Area)**

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals which may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

**Freedom From Fear About Fitting In: (Fear/Strength)**

You have a strong need to spend time and energy in situations which make you feel comfortable and which will give you a sense of worth and value. As a result, you are motivated by actions, activities and situations which will provide the personal feedback and comfort which you need.

**Fear About Being Worthwhile: (Fear/Development Area)**

You are currently depreciating your own inner worth, measuring yourself against ideals and expectations and blowing up your imperfections. As a result, you may have difficulty keeping control and promise more than can be delivered or more than is necessary.

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***Professional Athlete Performance Assessment***  
**PERSONAL PERFORMANCE ANALYSIS**  
**KEY SOURCES OF FLOW ORGANIZED BY PRIORITY**

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**Need To Achieve: (Fire/Strength)**

You tend not to give yourself enough credit, to blow up your own imperfections and to be extremely hard on yourself when you do not measure up. This tendency builds a compelling drive to achieve such that you can receive recognition and credit from others.

**Self Attitude: (Faith/Strength)**

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

**Belief In The Future: (Faith/Strength)**

Your strong commitment to your inner ideals, your personal goals and beliefs about the future and your sense of what is right provides a compulsive need to push ahead. This will also act as a beacon to keep you on track in difficult and confusing situations.

**Drive Toward Goals: (Fire/Strength)**

Your self perfectionism and idealism combined with keen appreciation for structured, analytical thinking generates strong drive toward your personal goals and objectives and commitment to the goals and objectives which you adopt from organizational or other sources.

**Flexibility: (Focus/Strength)**

You have a strong sense of personal commitment to what you believe is right but you also have the ability to refocus your energy and direction when you discover that what you are doing is not working. You also have the ability to see and accept your mistakes and use them as opportunities for pushing ahead.

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***Professional Athlete Performance Assessment***  
**PERSONAL PERFORMANCE ANALYSIS**  
**KEY SOURCES OF INTERFERENCE ORGANIZED BY PRIORITY**

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**Belief In The Present: (Faith/Development Area)**

You are in social/role transition feeling frustrated and uncertain about what you want to do. As a result of this transition, your decisions and actions can be inconsistent. Seek feedback either individually or in a workshop on self development to help you decide what you want to do and to help you see the opportunities for action.

**Fear About Performing To One's Best: (Fear/Development Area)**

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a workshop on self development to evaluate what you want to do, what you feel you should do and what opportunities for action exist around you.

**Fear About Realizing Goals: (Fear/Development Area)**

Your strong sense of self perfectionism can lead you to feel a compulsion to push toward goals which may or may not be realistic or fulfilling. As a result, you will feel anxiety, frustration and despair when you do not meet your expectations. Set short term goals based on past successes which can be fulfilling and rewarding to you.

**Self Control: (Focus/Development Area)**

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems or become impatient and feel a need to act before all of the facts and options have been evaluated.