



HR AVATAR

Athlete Assessments

Athlete: **Betty Penske**
Assessment: Sports - Mental Strength Profile
Completed: June 6, 2023
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Sports - Mental Strength Profile

The information contained in this report is intended to be used to evaluate ...



Overall

Athlete

Betty Penske

bettypenske@yourcompany.org

Sports - Mental Strength Profile

June 6, 2023

Competency Summary

Competency	Score		Interpretation
Competitiveness	7	Strong	1 2 3 4 5 6 7 8 9 10
Composure	5	Good	1 2 3 4 5 6 7 8 9 10
Concentration	5	Good	1 2 3 4 5 6 7 8 9 10
Confidence	3	Good	1 2 3 4 5 6 7 8 9 10
Curiosity	7	Strong	1 2 3 4 5 6 7 8 9 10
Flexibility	5	Good	1 2 3 4 5 6 7 8 9 10
Goal-Oriented	2	Weak	1 2 3 4 5 6 7 8 9 10
Integrity	3	Good	1 2 3 4 5 6 7 8 9 10
Leadership	8	Strong	1 2 3 4 5 6 7 8 9 10
Positive Imagery	1	Weak	1 2 3 4 5 6 7 8 9 10
Resiliency	1	Weak	1 2 3 4 5 6 7 8 9 10
Self-Motivation	3	Good	1 2 3 4 5 6 7 8 9 10
Team Player	8	Strong	1 2 3 4 5 6 7 8 9 10



Competency Detail

Competitiveness

Retains a high level of engagement and desire to win.

Score: 7

Strong - Nurture and reinforce.

As a highly competitive athlete you expect the game to be hard and you are well prepared for any situation to arise. Highly competitive athletes not only want to win badly but they know how to win. You recognize that your competitor passionately wants to win as well, however you have a stronger game plan and ability to succeed than your competition. Highly competitive athletes sprint through the finish line and don't just get to the finish line. It's incredibly important for you give it your all until the game or race is completed. Your preparation and training sessions always keep winning in mind, and you focus on tactical and skills development that will put you and your teammates on top. Finally, it is clear that your competitive instincts help you focus on positive results without being a poor sport.

Why is Competitiveness important?

High-performing athletes have an acute sense of fight and aggression in their sport. Competitiveness is a highly important behavioral trait because it leads the athlete to not only finish strong but perpetually push themselves towards successful outcomes in training and matches.

Questions to Ask

Think about a recent high-pressure match you participated in. How did you get your competitive juices flowing? Was it related to training and how you know you prepared the best you possibly could for the match?

How do you know you are indeed more prepared than your competitors?

Think about a time in a highly competitive match where you gave it your all until the very end. What did you tell yourself that allowed you to perform so well until the very end?

What is an example of you being highly competitive without taking shortcuts to get a positive result?

Who is a highly competitive professional role model for you? Think about three performances where your role model came through in high-pressure situations? How can you apply these examples to some of your performances?

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Composure

Ability to stay calm in pressure situations and maintain emotional control (minimal anxiety levels).

Score: 5

Good - Some room for growth.

Your responses indicate you are a composed athlete at certain times in key games. However, you do seem to question your athletic abilities in certain highly competitive situations. There are times when you feel you need to deliver a perfect performance, and you focus on not making any mistakes. There are also times when you have the ability to block out any pressure. Sometimes when you make a mistake, you lose emotional control and you are not quite sure how to fix your performance.

Why is Composure important?

Athletes with high levels of composure maintain little or no levels of anxiety in their sport. Composure in pressure situations allows peak performing athletes to execute on their skills in critically tense situations and deliver positive results.

Questions to Ask

How is it that I can remain so composed in certain pressure situations but seem to lose control of my emotions at times in highly competitive situations? In those times when I have remained calm under pressure, how was I able to do it?

What are certain situations which could negatively affect my composure? What can I do to always remain calm under pressure?

Close your eyes and think of a specific pressure situation in a match where you remained calm and were able to beat your opponent. What were you thinking or feeling in this situation?

Think of a game situation where you tried to do everything perfectly. When things did not go according to plan, how did you react? Did you recover from a mistake by thinking, "I'll get another chance to prove myself." Or, did you dwell on your mistake?

All athletes make mistakes in competition now and then. Think of a time when you made a mistake in a key match and then how you were able to quickly let go of that mistake and move on to perform really well.

Continued on next page.



Concentration

Able to remain focused in periods of intense battle as well as down time

Score: 5

Good - Some room for growth.

Your assessment results show you have an average degree of focus and concentration at key points in a match and also in training. You sometimes struggle to get your performance "in the zone". High degrees of concentration are important to peak performing athletes because not only are you highly focused on achieving the task at hand, but high levels of concentration keep your mind off negative performance factors which can distract you from the game. Relaxation of the mind is a critical ingredient of the athletic concentration recipe, and you should find ways to more often free up your mind to focus on the task at hand. You should give yourself regular mental cues in stressful situations which allow you to keep your focus on the game and more importantly allow you to perform well when the going gets tough. A key element of top performing athletes is the ability to focus on what you can control in your game and focus on successful tactical plays or moves through positive mental imagery – you do this at times, but you should focus your mind more often on the skill and tactical plays you have perfected in practice and execute these in a match - always maintain a positive focused mindset!

Why is Concentration important?

Athletes who perform at their best are highly focused on the moment at hand and do not allow outside influences to affect their performance. High concentration levels are a key differentiator in top performers as the athlete remains intensely focused on executing tactical plays and executing both short term and long-term goals.

Questions to Ask

What are some recent examples in a game or match where you found yourself in a pressure situation and you found yourself highly focused on executing a strong move? How can you replicate this mindset in a future match?

What self-talk words do you use to help you remain focused? Ask your team captain what "inside words" they use to motivate themselves.

What are your pre-match routines which help calm you and keep you focused on your game plan? What are the routines of some of your teammates you can replicate?

When there are distractions in a game, how do you get yourself to re-focus? What examples of professional athletes in your sport can you copy?

Identify an example in an important match when you felt anxious. What did you do to calm your performance fears? How can you replicate this behavior in future games?

Continued on next page.



Confidence

Score: 3

Good - Some room for growth.

Your responses indicate you usually have confidence in your abilities, but you occasionally experience doubts. Confidence is important for fostering calmness and patience when you are under pressure. Doubts, on the other hand, can reduce your performance by causing you to push too hard, which results in mistakes, or by forcing you to play more conservatively than you should. Having doubts is entirely normal. Even the highest-performing athletes have them. However, it may be worth asking yourself what is causing you to feel doubts, and what you can do about it? Are you fully committed to your training? Do you love what you are doing? Do you believe in your talent? If so, then why doubt yourself?

Why is Confidence important?

If you do not have belief in your athletic abilities you will doubt every action you make in competition and your mind will be immersed in failure. Self-confidence is THE most important mental discipline to maintain and strengthen in your mental arsenal. Self-confident athletes believe 100% in themselves and their abilities, and self-confidence is THE key to peak performance in top-tier athletes.

Questions to Ask

When I feel confident what is behind it? Is it because of my training or something else?

Think of some times when you experienced doubts during a competition. What caused you to feel that way?

Think of some examples where you exercised good patience when you fell behind. What happened?

Can you think of any times when you played more conservatively than you should have? Why did you hold back?

Think of some times when you took a bigger risk than you should have. Why did you do it? Was it because you were too far behind or was it because you believed in yourself?

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Curiosity

Interest in new methods to improve one's playing ability.

Score: 7

Strong - Nurture and reinforce.

After evaluating the results of your assessment, your scores indicate you have a hunger for exploration and this is a very healthy trait to improve performance in your sport. Athletes who are intellectually curious will search the internet, they will research their competitors and they will go to great lengths to uncover different methods to improve their athletic performance. You show a healthy appetite for achievement by discovering new learning methods and seeking out different tactics and methodologies. It is an excellent habit you are not set in your ways and you have a strong sense of desire to seek out new means in practice and in games for improving your performance and capabilities.

Why is Curiosity important?

100% of top performing athletes maintain high levels of curiosity to new methods, new training tactics and game time skills which provide them abilities beyond those of their competitors. Top performing athletes will always seek out new means to make themselves stronger, faster, more durable or whatever it takes to out-perform their competitors.

Questions to Ask

What are the last three training tactics that I discovered which helped me perform better in a recent match? What was the source of finding these tactics?

Can you remember any new training methods which did not work for you? How did you react and discover a 'new move' or practice tactic?

Can you identify any professional athletes in your sport and think of different training methods which you can replicate? What are those methods and how can you apply them to your regular training sessions or game tactics?

Identify one weakness in your game and ask yourself how top players tend to improve themselves in this area? Can you regularly add an improvement technique to your training sessions?

How do you "shake things up" in your routines to make yourself a better athlete?

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Flexibility

Ability to try things different when tough situations arise.

Score: 5

Good - Some room for growth.

Your personality shows an ability to quickly adapt to unexpected situations. Sometimes you find it hard to work out of tough encounters. Top performing athletes show high degrees of flexibility in their thoughts and they apply humor even when the situation becomes tough. If something in your performance is not going well or doesn't turn out as expected, you need to find more creative ways to solve problems. Abnormal situations can happen in a game, and flexible athletes make quick decisions on different ways to get things done and they constantly search for positive tactical results. To become a more 'flexible' athlete, you should be continuously open to re-educating yourself. You are good at strengthening basic skills which you might have taken for granted for a long time, but don't forget to fine tune those skills. As a mentally flexible athlete, you also show positive signs of sportsmanship - being mentally flexible helps you gain respect among teammates and coaches and it boosts your sports performance. Athletes with low mental flexibility have tendency to lose their cool and will even argue vehemently with a referee thus hurting the team. Do not ever let this be your style and search for ways to stay calm and work yourself out of tough situations.

Why is Flexibility important?

Top-tier athletes understand everything will not run smoothly all the time and they easily adapt themselves for change. Flexible athletes are open to criticism and they always test means to improve their performance either in training or the heat of a game.

Questions to Ask

Identify 3 tough game situations which were abnormal, for example, a broken play or a fan heckling you. What can you do better to work yourself out of those situations and create positive results?

What's a good example you can remember in a match where someone showed good sportsmanship? Now remember a situation where you might not have been the best sport and think about how your teammate with good sportsmanship would have reacted in the same situation.

What are some of your basic skills which you could work harder on? How do those basic skills get you out of tough situations?

What is one example of where one of your teammates or a professional player was being dominated. How did they use humor to get themselves back into the game?

What do you tell yourself in situations where the rules or referee might not have been in your favor? Are you argumentative? How can you let it go and refocus on your competition?

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Goal-Oriented

Consistently sets and measures performance goals (both training and match play).

Score: 2

Weak - Needs attention.

Considering the goals you should be setting for yourself as a competitive athlete, you tend to shy away from setting performance goals for yourself. When you set goals, they are too easily achievable making things too easy to reach such goals. You are generally satisfied with your training and game day results and sometimes you recognize you could possibly set the bar higher and strive to set higher goals for yourself. Finally, you generally do not set performance goals for yourself during competition, and you see others setting records and gaining results which you think would be nice to achieve.

Why is Goal-Oriented important?

World-class events or results are never reached by athletes in their first attempt. Athletes who reach peak performance recognize it is important to set big picture goals through many small tactical goals which lead to incremental success. They also recognize they cannot improve what they do not measure thus emphasizing the need to constantly set and review goals.

Questions to Ask

What steps can I take to set basic performance goals for myself? What are the correct goals for strong performance achievement in my sport?

What research can I do in my sport to ensure I am setting the correct basic performance goals for myself?

What steps can I take to better set both training and game time goals for myself? How can I best document and measure my performance goals?

What goals are the leaders of my team setting themselves? How many of these could I replicate?

How can I implement a goal setting program for my training and development sessions which match the leaders of my team?

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Integrity

Fair and balanced. Does not look for short-cuts in training or game approach.

Score: 3

Good - Some room for growth.

For the most part, you maintain high moral principles for yourself, your teammates and your coaches. You understand spreading positivity and honesty with your teammates and coaches is the right thing to do although you sometimes question your ethical principles. Athletes with high integrity levels are "team players" who have infectious positive personalities and you have good intentions to be this type of athlete. Many times you seek out 'the right thing' to do, but you know at times you can be more honest with yourself. Talking down to your teammates is generally not part of your DNA, however, you are quite aware you need to be more consistent in seeking out both near and far term positive results through honesty and high moral standards.

Why is Integrity important?

It is important for high-performing athletes to consistently maintain high levels of honesty and lofty moral standards as anything less than the best will lead to internal emotional turmoil or stress amongst coaches, family and team members.

Questions to Ask

How can I improve my positivity and increase moral standards to those around me?

How can I become an even more positive teammate and relay this positivity to my teammates and coaches?

Who are some famous athletes I could emulate their positive moral standards? What specific steps can I take to copy these traits?

Who on my team has the highest moral standards and has the most positive personality? How can I copy their positivity?

Who are some famous figures I can emulate to help me set even higher moral and ethical standards for myself?

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Leadership

Shows courage in front of teammates, coaches & fans and consistently remains positive in pressure situations.

Score: 8

Strong - Nurture and reinforce.

There are many types of leaders and your assessment scores indicate you are a very strong leader focused on hard work and commitment to achieving team goals. You always believe that there is more to learn and you are willing to admit when you make a mistake. Strong leaders have a high energy level and they are catalysts for positive action. You treat your teammates with respect and you are a strong motivator. You verbally encourage those around you to work hard and find new ways to make the team better. You know how to pass vision on to your teammates both verbally and through your positive actions. Strong leaders like yourself maintain infectious positive behaviors and others follow your strategy and tactics for successful athletic performance and success of the team.

Why is Leadership important?

Leadership is a key quality amongst top-tier athletes as these individuals have the ability to bring out the best qualities in themselves, their coaches and their teammates. Strong leaders motivate their teammates to high levels of focus and bring out higher degrees of self-confidence in their teammates and coaches.

Questions to Ask

What are 3 examples of how I was a good leader this week in practice?

How did I communicate my strategies and tactics for success to my coach and teammates this week?

What are some of the most important decisions you make as a leader in a match and how do you communicate these decisions to your coach and teammates?

What is the one thing you can do to make yourself an even better leader?

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Positive Imagery

Consistent ability to anticipate and imagine positive results of in-play performance situations.

Score: 1

Weak - Needs attention.

There are many times in advance of a hectic or high-pressure situation in an event or at practice where you imagine yourself failing to make a good play happen. You rarely take the time to conduct positive mental imagery exercises in advance of a practice or a match. You can even imagine yourself freaking out in certain high-pressure situations. You rarely take time in advance of practice or a match to close your eyes and think about key situations and imagine positive results. Positive imagery is not a concept you quite grasp, but you realize maintaining a consistent positive preparation mindset for tense physical encounters could improve your game performance. The most consistent athletes see themselves making good things happen in the split seconds before a high-pressure situation. You recognize positive imagery could come more natural to you if you regularly prepared yourself for games or practice in advance. To this point, you rarely prepare yourself for tense physical and mental engagements by practicing positive imagery techniques, but you are aware of the fact that positive imagery exercises could benefit your athletic performance.

Why is Positive Imagery important?

Top-tier athletes maintain an uncanny ability to proactively visualize tactical body motions in advance of key points of a game. Peak performing athletes envision a positive result in the split seconds before the action happens thus taking their mind off any potential failure. These top athletes routinely practice positive imagery exercises before a game or match.

Questions to Ask

What can I do to add positive mental imagery routines to my practice sessions or before games and events? How can I commit to do these exercises before every practice and every game?

Close your eyes now and build three mental imagery instances which have positive outcomes in high-pressure situations? Repeat these mental instances before practice and games for the next 2 weeks - then add new events over time

Can you remember specific details of where positive mental imagery helped your teammates in a particular match or event? If yes, ask them how they prepared and add this mental event to your pre-practice routines. If not, ask some of your teammates to tell you about their imagery situations and add them to your pre-practice and pre-game routines.

Which high profile professional athletes use positive imagery exercises as part of their mental fitness routines? Research the athletes in your sport and learn from their specific practices.

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Resiliency

Successful athletes stay tough through trial & tribulation (in training and games).

Score: 1

Weak - Needs attention.

Highly resilient athletes know how to persevere and overcome setbacks in their sport and clearly you show tendencies to get frustrated in tough situations or not quite know how to recover from setbacks. Examples of setbacks include injury, critical decisions during a match/event, being overwhelmed by an opponent/obstacle or any extremely challenging circumstances in your sport. All of which you encounter regularly in your sport and many times you don't quite know how to resolve the situation and at other times you are not quite sure how to overcome. Clearly, you need to learn how to take stronger control and responsibility in tough situations, especially when the game is on the line.

Why is Resiliency important?

High-performance athletes do not let failures get them down. Resiliency to failure and/or injury is important as the top-tier athlete develops higher degrees of fight and is more able to overcome similar stressful situations as they expand their athletic careers.

Questions to Ask

What are some stressful game or match situations when I really had to fight to overcome but I did not quite have the mental strength? What could I have done to be better prepared to 'bounce back' in stressful situations as they rose?

Did you ever have a serious or pervasive injury in your sport? What steps could you take in the future to fight hard and get your performance back to 100%? What could you have done better to prevent the injury or recover from the injury through training or strength techniques?

Close your eyes and imagine yourself in an extremely tense game time or event situation in your sport. What were your thoughts on overcoming the hurdles of this particular situation? Did you think about positive outcomes and how to make them happen? If not, you should do this going forward by implementing positive mental imagery techniques.

Who did you ask for support when you found yourself in tough situations? Was it a coach? Was it a parent? Was it a teammate? Did you ask anybody for support? If not, you should always look for outside support to gain new ideas and and identify training techniques (both mental and physical) to get ahead of those situations in the future.

Do I consider stressful or tough situations in my sport to be a pain to deal with or do I consider them to be an opportunity for personal development?

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Self-Motivation

Ability to drive performance with little need for outside push.

Score: 3

Good - Some room for growth.

You often times push yourself to do things that make you a better athlete. If it is part of pre-game preparation, within a match or even outside of practice or an event, you give yourself "pep talks". At times, you push yourself hard to achieve your goals but sometimes you have deep-down feelings you could do more to completely motivate yourself towards greater success in your sport. As a moderately self-motivated athlete, you drive hard on occasion to improve your skills and meet certain performance standards. You also possess a fairly high degree of commitment to attaining personal and team goals. Self-motivated athletes will take initiative to meet goals on a consistent basis and they are always ready to seize an opportunity. A key personality trait for self-motivation is also keeping a high degree of optimism even when facing adversity in your sport. Your sometimes-negative attitude can drive you away from self-motivation, however, you do maintain an ability to often times change your mindset to the positive side. Working harder to throw away negative thoughts will increase your ability to self-motivate yourself and will make you more coachable and a better teammate.

Why is Self-Motivation important?

Winning medals or trophies is not the top desire of peak performers rather the desire to beat the competition is what drives a highly self-motivated athlete. This is extremely important as focus on results can lead to mental failure where self-motivated tactical development and relying on self-motivated hard work and tactical effort will lead to winning results.

Questions to Ask

How do I talk to myself to motivate my actions to improve athletic performance on a daily basis? Think about areas where you have improved your athletic performance the past few years and how you have used motivational self-talk. If you do not use self-talk to motivate yourself, start a daily routine of identifying 3 actions where you can improve yourself.

What goals have you made for yourself to improve your game and what have you done to help yourself stick to the daily routines to achieve those goals? What areas of improvement can you foresee?

What are some examples of opportunities you have experienced in practice to improve your game? How can you take better advantage of such opportunities in the future?

What are 3 examples of setbacks you have had personally in your sport and what steps could you have taken to better overcome those setbacks?

Think about 3 situations in your sport (game or practice) where you kept an optimistic mindset despite lots of opportunity to take a negative approach. For example, it was my teammates fault for a particular failure. How can you turn those examples of optimistic attitude into a motivational game changer in situations where you took a negative mindset in the past?

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Team Player

A person who plays or works well as a member of a team or group. Sports teams need strong team players to perform well and reach their goals.

Score: 8

Strong - Nurture and reinforce.

As a team player, you command strong communication skills and you transfer your ideas and thoughts clearly and with honest intention. You always respect the views and opinions of teammates and coaches that surround you. Adapting quickly to change in diverse environments is a key trait to "team players" and you fit the bill. You are committed to positive engagement and always looking for a means to help your teammates. Much is asked of a team player, and you are willing to go the extra mile to ensure everyone on the team is working toward common goals, working with integrity and totally focused on activities which drive successful outcomes. Team players are active listeners and always ready to step-in and provide a helping hand – your personality traits lend themselves to being there for your teammates.

Why is Team Player important?

The best sports teams are made up of players who work together and are willing to make sacrifices. A team with unselfish players who support each other will generally perform better than a group of individuals that doesn't play as a team.

Questions to Ask

What does it mean to be a "team player" and how can I help individual conflicting opinions of certain team members mold towards a common bond?

What are some examples of times when I did more than was asked of me? How can I transfer this attitude diplomatically to my teammates?

What are some examples of keeping your teammates informed of tips and performance changing activities?

Who is a role model for you who has shown respect to others in very trying situations?

What is an example of a problem or issue your team was having and how did you help the team get out of this situation?

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Notes

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