

# EHF

# Master Coach

# and Licensing Course

# 2018/2019



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# Analysis of the Performance Factors on the high level of competition

**Marcin Smolarczyk**



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**Tactics**

**Physical  
Condition**

**Technic**

**Mentality**

**Outstanding  
Performance**





# Analysis of the Performance Factors on the high level of competition

## The Role of Physical Conditioning

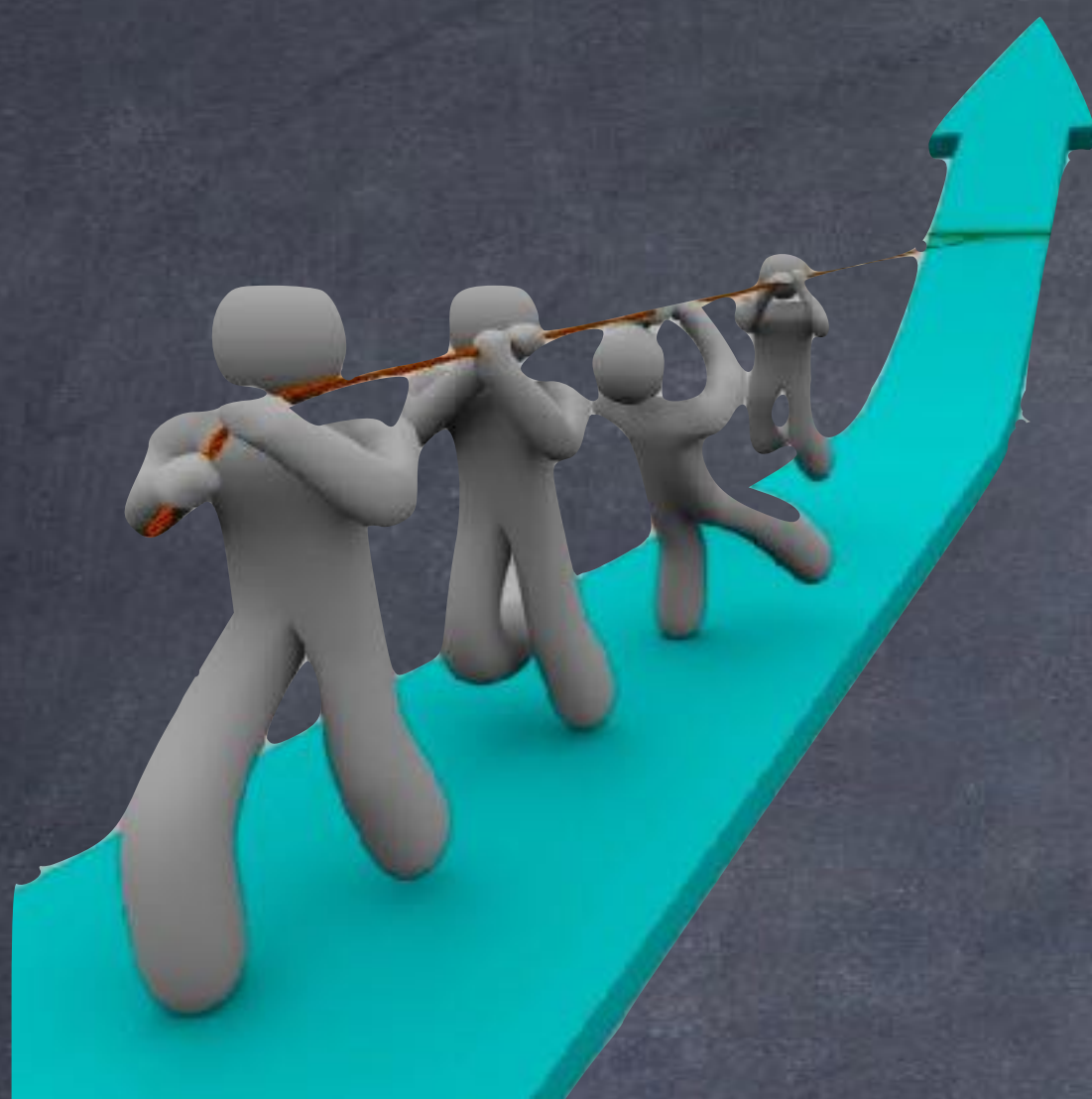
- For children under the age of 12 or 13, technique is the most important factor to consider when conditioning for best performance.
- After this age, physical conditioning becomes more important and will require a more structured approach.
- After the age of 16, studies show that physical conditioning is the second most important factor in sports performance. Mentality is the first factor.



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# Performance

Team Performance



Individual Performance



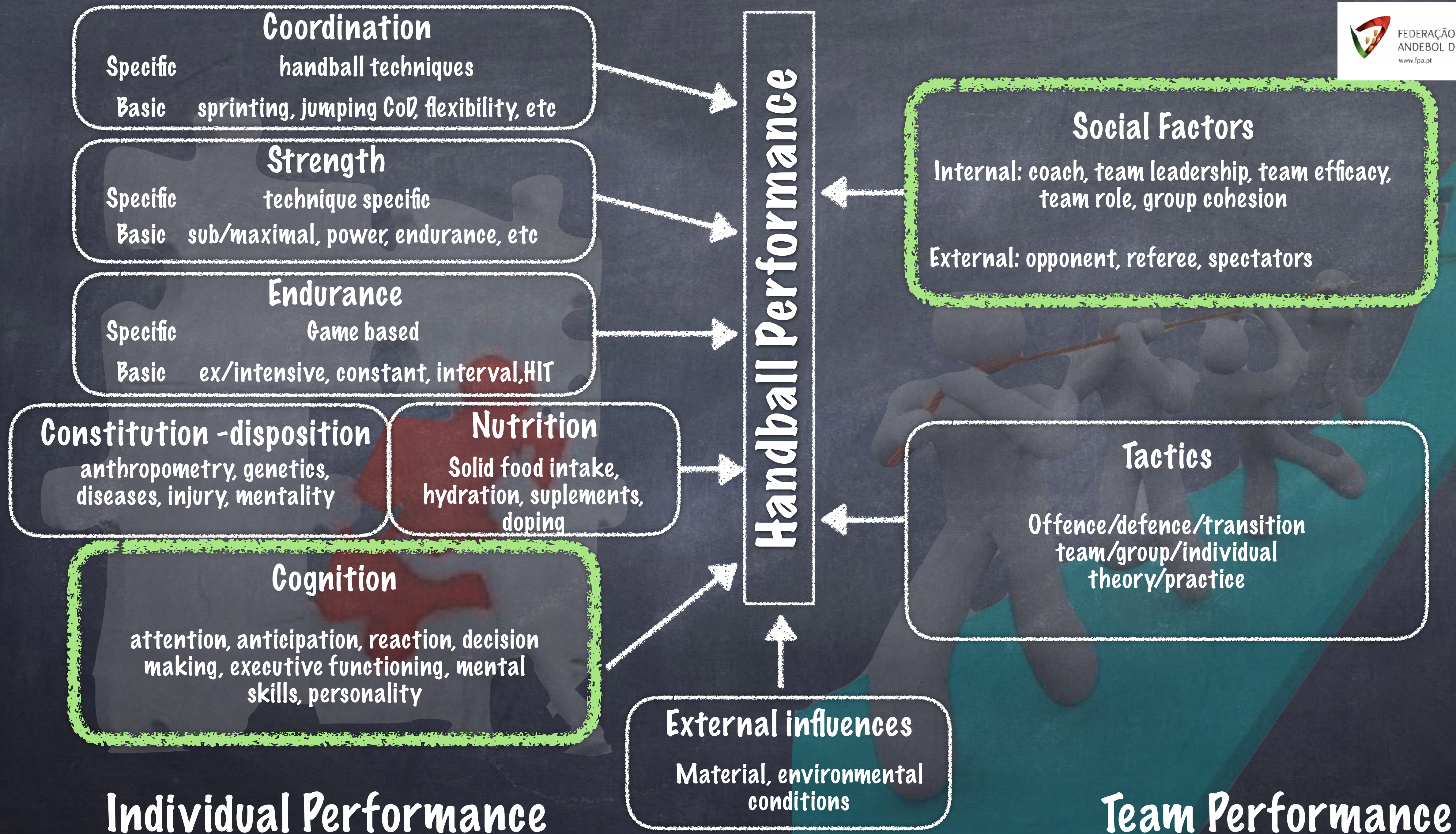
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# Team Performance

## Social Factors

Internal: coach, team leadership, team efficacy,  
team role, group cohesion

### 3 main Coaching styles:

- Autocratic Coaching
- Democratic Coaching
- Holistic Coaching



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# Team Performance

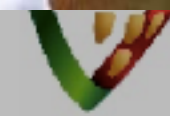
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# Team Performance

## Social Factors

+

- Helpful for inexperienced and new players
- Players simply need to follow the drills and exercises the coach knows will work
- Easier control of the game
- No need to waste time on the discussions

-

- Dictatorship
- Limited questions possible
- Not suitable for experienced players and/or passionate athletes
- It stifles creativity due to playing regime
- Can make a morale low due to restrictions
- A need of feeling important to the team



# Team Performance

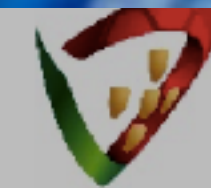
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# Team Performance

## Social Factors



- Strong relationship
- Close inner-team bond
- Variety of Ideas the coach can choose from the team's input
- Individual athletes feel important to the team
- Hard working to achieve mutual agreed upon goals



- Players may feel under-appreciated or grow to resent their teammate's ideas
- Discussing other ideas may be time consuming
- Too much discussion may undermine the coach authority
- Responsibility „relegated” throughout the team members



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# Team Performance

## Social Factors



- Encourage players to voice their opinions
- More than just sport-related interactions
- Mental connection beyond athletic goals
- Issues occurring prevention
- encourage stronger team relationship
- Establish clear and accurate communication practices



- Mentally and emotionally exhausting
- Requires tireless effort and patience
- May take focus away from original athletic goals
- Not suitable within experienced players



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# Team Performance

## Social Factors

## Team Roles



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# Team Performance

## Social Factors

Leader

*„Leaders become great not because of their power but, because of their ability to empower others“*

John Maxwell



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# Team Performance

## Social Factors



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# Team Performance

## Social Factors

### Informal Team Roles

- Comedian
- Spark Plug
- Cancer
- Distracter
- Enforcer
- Mentor
- Informal leader (non verbal)
- Informal leader (verbal)
- Team Player
- Star Player
- Malingerer
- Social Convener



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### Comedian

An athlete who entertains others through the use of comical situations, humorous dialogue, and practical jokes. This individual can also be referred to as a jokester, clown, or prankster.



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### Spark Plug

An athlete who ignites, inspires, or animates a group toward a common goal. May be referred to as the task booster.



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### Cancer

An athlete who expresses negative emotions that spread destructively throughout a team.



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### Distracter

An athlete who draws away or diverts the attention of other teammates decreasing their focus.



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### Enforcer

An athlete who is physically intimidating or willingly belligerent and who is counted on to retaliate when rough tactics are used by the opposing team.



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### Mentor

An athlete who acts as a trusted counselor or teacher for another athlete on the team. This athlete has usually been with the team for a few years and has experience and wisdom to teach the less experienced athlete(s).



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### Informal Leader (non-verbal)

An athlete who leads the team by example, hard work, and dedication.



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### Informal Leader (verbal)

An athlete who leads the team both on and off the playing surface through verbal commands. This individual is not selected by the team as a leader but assumes the role through social interactions.



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### Team Player

An athlete who gives exceptional effort and can be seen as a workhorse that is willing to sacrifice and put the team before his/her own well-being.



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### Star Player

An athlete who is distinguished or celebrated because of their personality, performance, and/or showmanship.



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### Malingerer

An athlete who prolongs psychological or physical symptoms of injury for some type of external gain (e.g., sympathy, attention, access to athletic therapy).



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### Social Convener

An athlete who is involved in the planning and organization of social gatherings for a team to increase group harmony and integration



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# Team Performance

## Social Factors

### Roles according to Belbin

								 Completer Finisher
Uses their input to bring back to the team.	Helps the team to identify the weaknesses on behalf of the team.	Needed to focus the team members.	Tends to be high on problems in understanding.	Provides a logical approach to judgements when team's options are limited.	Brings in-depth technical skills.	Provides the necessary team keeps moving momentum.	Needed to plan and execute as efficiently as possible.	Most effectively used at the end of tasks to polish and scrutinise the work for errors, subjecting it to the highest standards of quality control.
<b>Strengths:</b> Sees opportunities.	<b>Strengths:</b> Diplomatic. Listens.	<b>Strengths:</b> Clarifies goals.	<b>Strengths:</b> Generates ideas.	<b>Strengths:</b> Sees all options and possibilities.	<b>Strengths:</b> Dedicated. Thorough skills.	<b>Strengths:</b> Challenging pressure. Has the ability to overcome obstacles.	<b>Strengths:</b> Provides ideas into action to be done.	<b>Strengths:</b> Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.
<b>Allowable weaknesses:</b> Optimistic, and enthusiasm high.	<b>Allowable weaknesses:</b> In crunch situations.	<b>Allowable weaknesses:</b> Manipulative in the work.	<b>Allowable weaknesses:</b> Incidental, and communicate effectively.	<b>Allowable weaknesses:</b> Drive and ability to be critical.	<b>Allowable weaknesses:</b> On a narrow focus on technicalities.	<b>Allowable weaknesses:</b> Provocation, and feelings.	<b>Allowable weaknesses:</b> And slow to respond.	<b>Allowable weaknesses:</b> Can be inclined to worry unduly, and reluctant to delegate.
<b>Don't be surprised to find that:</b> Forget to follow up.	<b>Don't be surprised to find that:</b> Be hesitant to speak up.	<b>Don't be surprised to find that:</b> Over-delegate.	<b>Don't be surprised to find that:</b> Be absent-minded.	<b>Don't be surprised to find that:</b> Be slow to come to a decision.	<b>Don't be surprised to find that:</b> Overload you.	<b>Don't be surprised to find that:</b> Risk becoming aggressive in their attempts to achieve.	<b>Don't be surprised to find that:</b> Be slow to relinquish positive changes.	<b>Don't be surprised to find that:</b> They could be accused of taking their perfectionism to extremes.



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# Team Performance



## Resource Investigator

Uses their inquisitive nature to find ideas to bring back to the team.

**Strengths:** Outgoing, enthusiastic. Explores opportunities and develops contacts.

**Allowable weaknesses:** Might be over-optimistic, and can lose interest once the initial enthusiasm has passed.

**Don't be surprised to find that:** They might forget to follow up on a lead.



Helps to identify behalf

**Strengths:** diplom

**Allowable weaknesses:** crunch

**Don't be surprised to find that:** be hesi



## Completer Finisher

effectively used at the end of tasks to polish and scrutinise the work for errors, subjecting it to the highest standards of quality control.

**Strengths:** Painstaking, conscientious, anxious. Points out errors. Polishes and perfects.

**Allowable weaknesses:** Can be inclined to be unduly, and reluctant to delegate.

**Don't be surprised to find that:** They could be accused of taking their perfectionism too far.



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# Team Performance



## Teamworker

Helps the team to gel, using their versatility to identify the work required and complete it on behalf of the team.

**Strengths:** Co-operative, perceptive and diplomatic. Listens and averts friction.

**Allowable weaknesses:** Can be indecisive in crunch situations and tends to avoid confrontation.

**Don't be surprised to find that:** They might be hesitant to make unpopular decisions.

## Completer Finisher

Used at the end of tasks to polish and check the work for errors, subjecting it to high standards of quality control.

**Strengths:** Painstaking, conscientious, anxious. Checks for errors. Polishes and perfects.

**Weaknesses:** Can be inclined to be overly cautious, and reluctant to delegate.

**Surprised to find that:** They could be over-zealous in taking their perfectionism to the next level.



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# Team Performance



## Co-ordinator

Needed to focus on the team's objectives, draw out team members and delegate work appropriately.

**Strengths:** Mature, confident, identifies talent. Clarifies goals.

**Allowable weaknesses:** Can be seen as manipulative and might offload their own share of the work.

**Don't be surprised to find that:** They might over-delegate, leaving themselves little work to do.

## Completer Finisher

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# Team Performance



## Plant

Tends to be highly creative and good at solving problems in unconventional ways.

**Strengths:** Creative, imaginative, free-thinking, generates ideas and solves difficult problems.

**Allowable weaknesses:** Might ignore incidentals, and may be too preoccupied to communicate effectively.

**Don't be surprised to find that:** They could be absent-minded or forgetful.

## Detail Finisher

...the end of tasks to polish errors, subjecting it to quality control.

...conscientious, anxious. ...es and perfects.

**Strengths:** Can be inclined to ...t to delegate.

**Don't be surprised to find that:** They could perfectionism to



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# Team Performance



## Monitor Evaluator

Provides a logical eye, making impartial judgements where required and weighs up the team's options in a dispassionate way.

**Strengths:** Sober, strategic and discerning. Sees all options and judges accurately.

**Allowable weaknesses:** Sometimes lacks the drive and ability to inspire others and can be overly critical.

**Don't be surprised to find that:** They could be slow to come to decisions.

## Completer Finisher

...at the end of tasks to polish work for errors, subjecting it to tests of quality control.

...aking, conscientious, anxious. Polishes and perfects.

**Weaknesses:** Can be inclined to be reluctant to delegate.

**Don't be surprised to find that:** They could be slow to find their perfectionism to



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# T e a m

# a n c e



## Specialist

Brings in-depth knowledge of a key area to the team.

**Strengths:** Single-minded, self-starting and dedicated. They provide specialist knowledge and skills.

**Allowable weaknesses:** Tends to contribute on a narrow front and can dwell on the technicalities.

**Don't be surprised to find that:** They overload you with information.



## Completer Finisher

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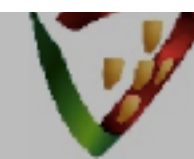
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# Team Performance



## Shaper

Provides the necessary drive to ensure that the team keeps moving and does not lose focus or momentum.

**Strengths:** Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.

**Allowable weaknesses:** Can be prone to provocation, and may sometimes offend people's feelings.

**Don't be surprised to find that:** They could risk becoming aggressive and bad-humoured in their attempts to get things done.



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# Team competence



## Implementer

Needed to plan a workable strategy and carry it out as efficiently as possible.

**Strengths:** Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.

**Allowable weaknesses:** Can be a bit inflexible and slow to respond to new possibilities.

**Don't be surprised to find that:** They might be slow to relinquish their plans in favour of positive changes.

## Completer Finisher

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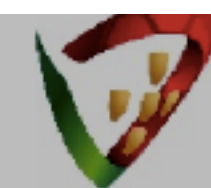
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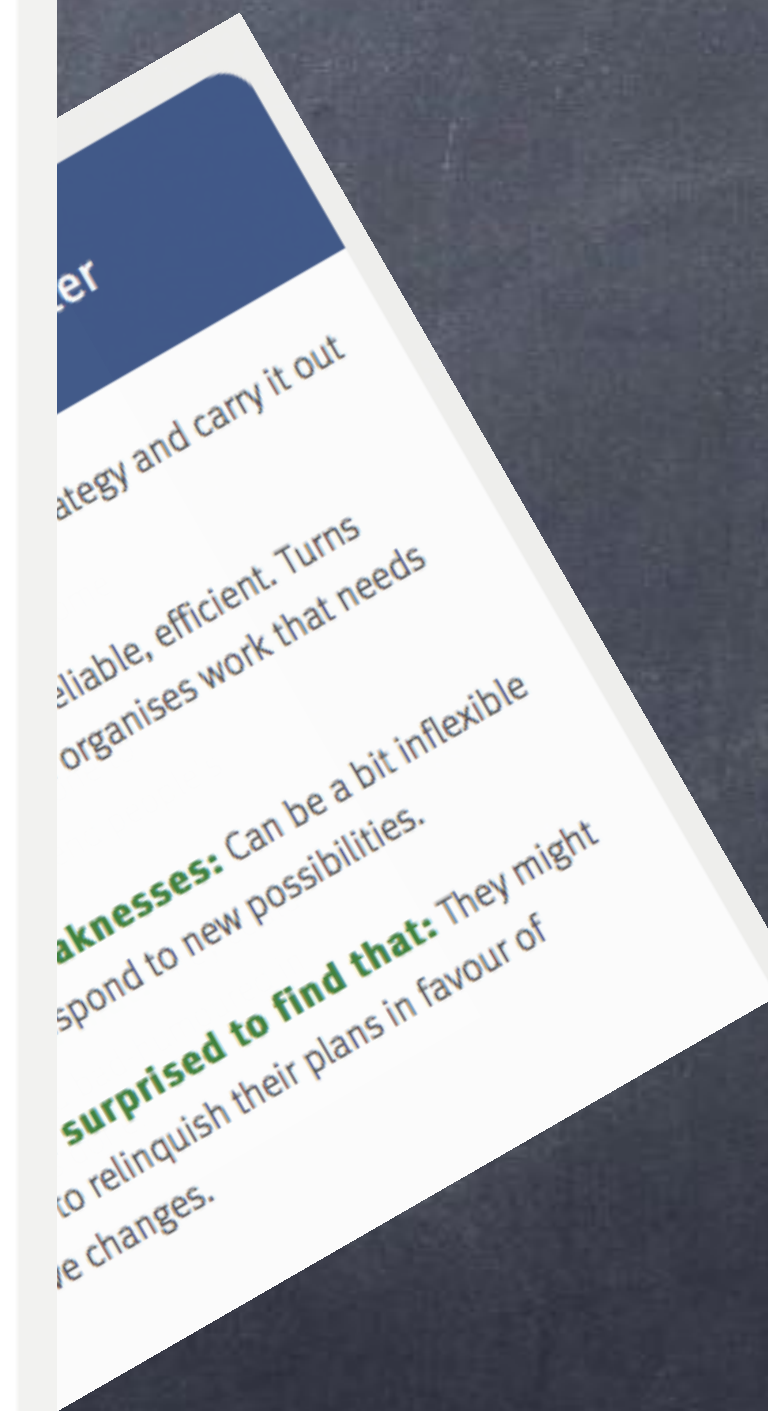
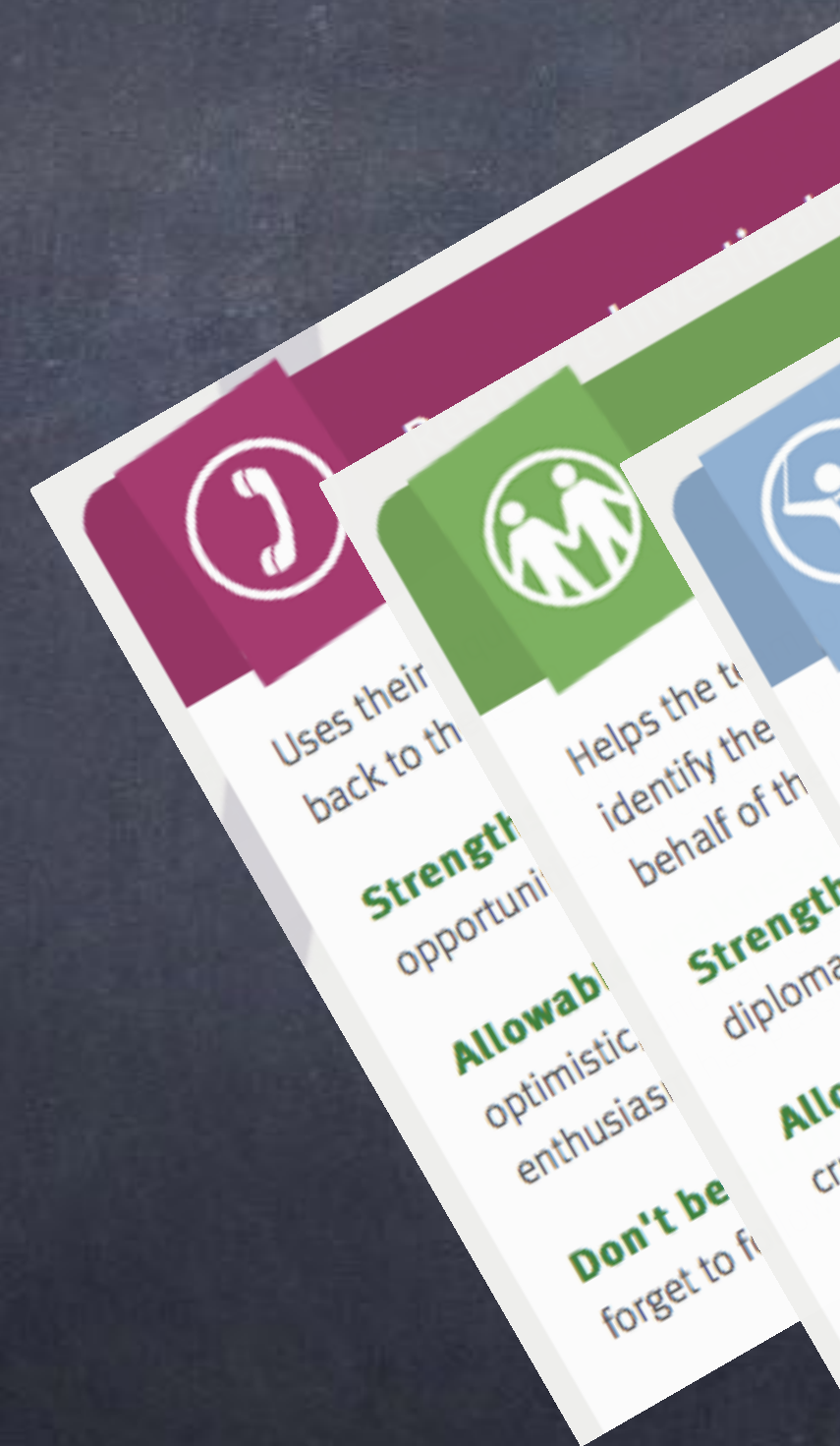
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# Team Performance

## Social Factors

### Roles according to Belbin



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# Team Performance

## Social Factors

Why do we even need to know that?



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# Team Performance

## Social Factors



„The Smurfs society is unusually strong. Many times their status quo has been challenged, most notably with the introduction of Smurfette, with the community prevailing. The identity roles of each member of the society are well-defined which creates a symbiotic bond between each member and their chosen paths. In relation to humanity and childhood, this translates into cooperative theory and play. When a group of kids gets together on a "mission" they choose a leader (or usually the strongest personality volunteers him or herself) and from there roles are assigned. Where other cartoons focused on individual efforts, The Smurfs focused on the society functioning as a whole, with individual roles each playing a part in the machine. This is a great example of a small society functioning effectively, even if they lived in mushrooms.”

<https://www.wired.com/2011/04/psychology-of-cartoons-part-2-sociology-of-the-smurfs/>



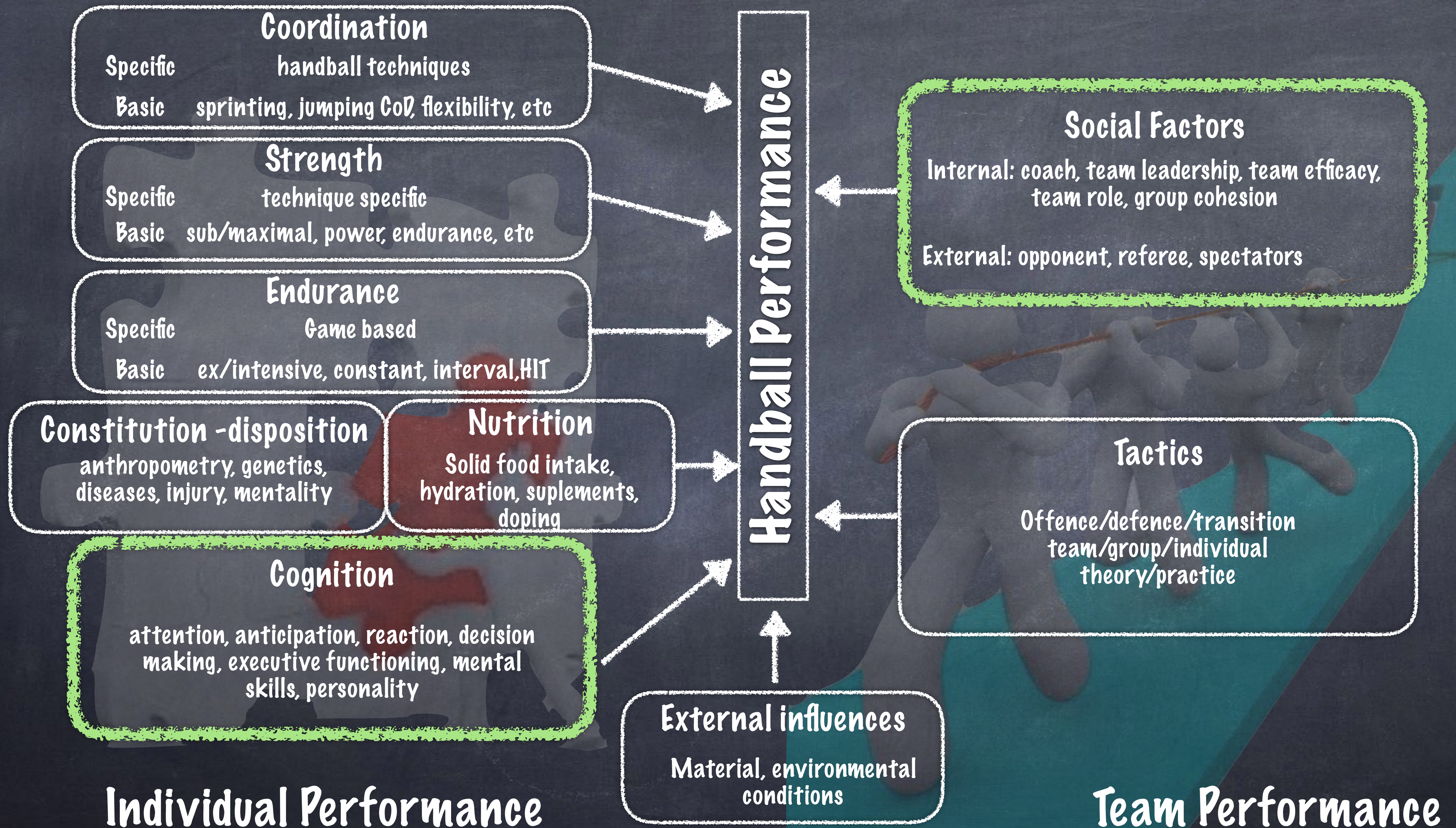
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# I n d i v i d u a l P e r f o r m a n c e

## C o g n i t i o n

the mental action or process of acquiring knowledge and understanding through thought, experience, and the senses.

Giving the general idea  
Explaining the details

+

Everyday practice sessions

=

Perception and Anticipation



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# Individual Performance

## Cognition

What may interfere with this process?

### External Factors:

1. Opponent
2. Referee
3. Spectators
4. Environment
5. Friends
6. Family

### Internal Factors:

- Communication issues
- Social Frictions
- Perception skills
- Physical Conditions



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# i n d i v i d u a l P e r f o r m a n c e

Who is psychologist?  
What does he do?



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# i n d i v i d u a l P e r f o r m a n c e



## Who is psychologist? What does he do?

- Investigating mental processes
- Help to deal with emotions
- Help to control situations by understanding others



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# i n d i v i d u a l P e r f o r m a n c e



Who is psychologist?  
What does he do?

- Helps to be authentic (self-awareness)
- Diagnosis problems
- Build up the confidence
- Makes players aware of the sport competition challenge





# individual Performance

## Mental skills:

- Self Confidence
- Stress Management
- Awareness
- Motivation
- Concentration/Focus
- Relaxation
- Group Cohesion



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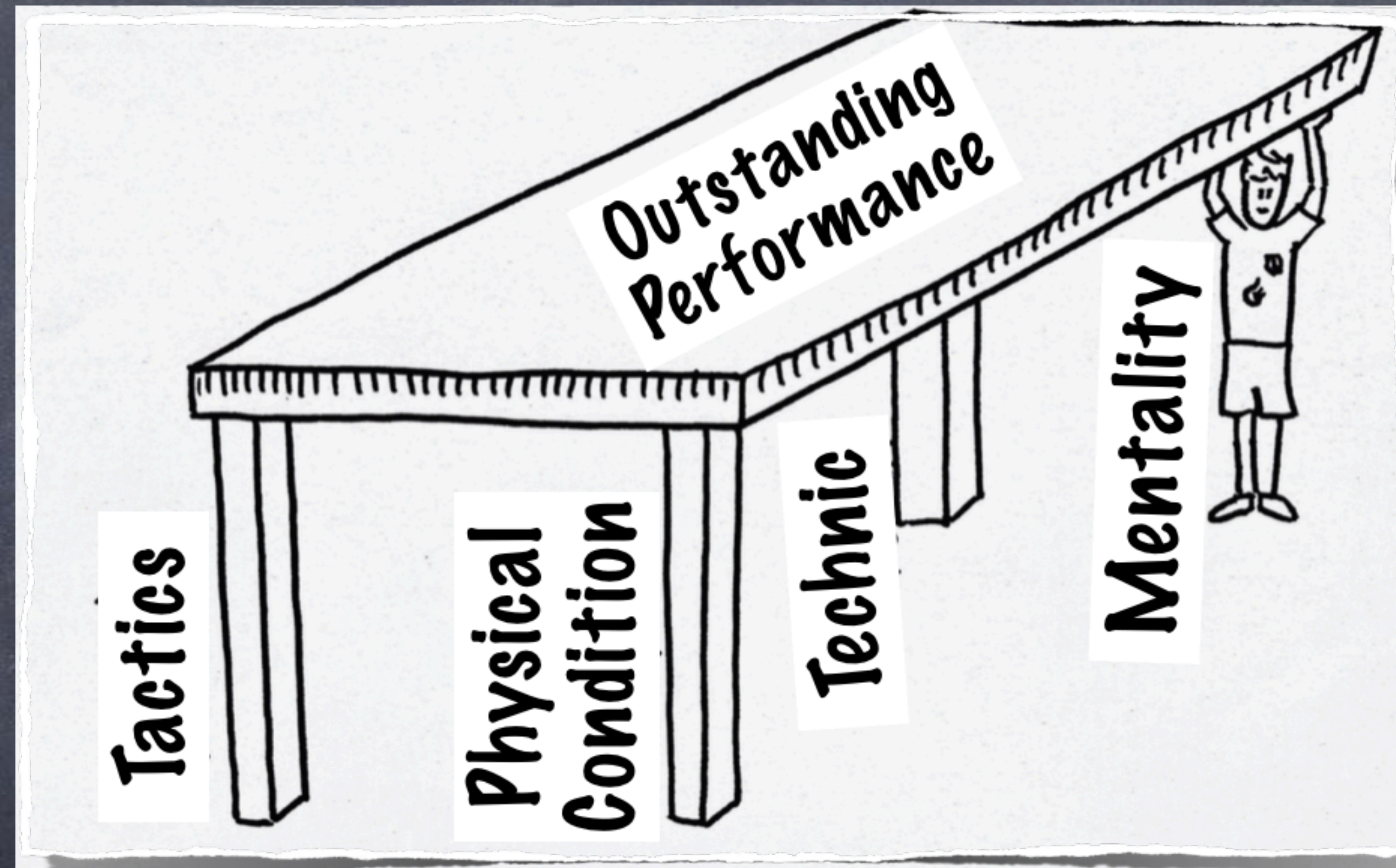


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# individual Performance



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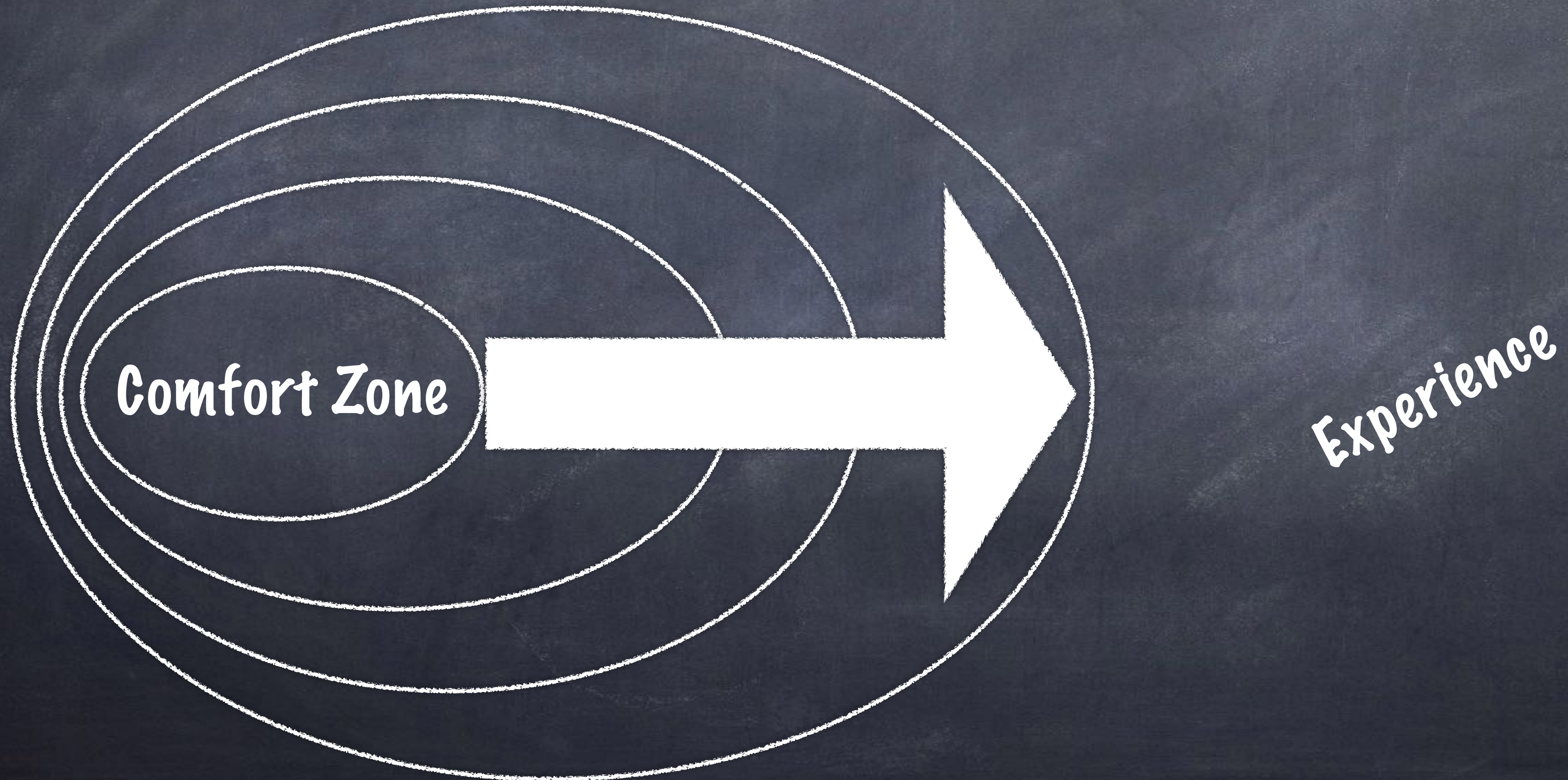
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# i n d i v i d u a l P e r f o r m a n c e

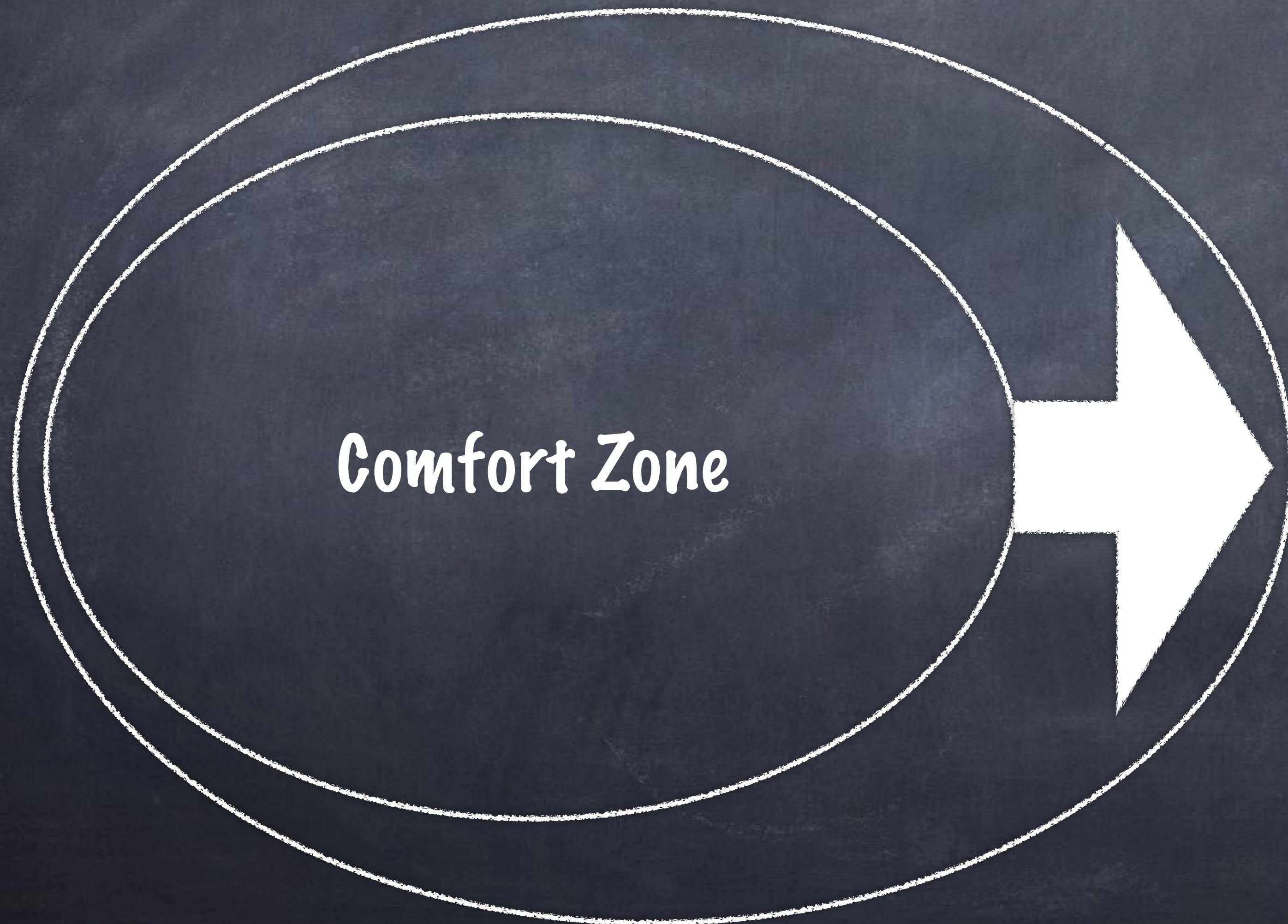
What do we need those skills for ?





# i n d i v i d u a l P e r f o r m a n c e

Who is psychologist?  
What does he do?



Experience



# i n d i v i d u a l P e r f o r m a n c e

Who is psychologist?  
What does he do?



Comfort Zone

Experience



# i n d i v i d u a l P e r f o r m a n c e

What can coaches support the specialist with:

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation



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# individual Performance

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation

„Awareness test“



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# i n d i v i d u a l P e r f o r m a n c e

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation
- Game/Training Session Briefing
- Opponent analysis/Video analysis
- Aim settings
- Task/responsibility distribution
- The attitude (SportMind)



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# individual Performance

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation

SportMind

<https://www.sportmind.com>



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# i n d i v i d u a l P e r f o r m a n c e

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation

The Coach is responsible for right Focus!

„Concentration Grid”



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# individual Performance

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation

Biological recovery/Wellness/SPA



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# individual Performance

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation

„Team Building Games“



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# individual Performance

- Self Confidence
- Stress Management
- Awareness
- Concentration/Focus
- Relaxation
- Group Cohesion
- Motivation

„Motivational movie”



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Obrigado pela sua atenção



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