

6.3 COMMITMENT TO PERFORMANCE DEVELOPMENT

'Evidence that the athlete is making choices that maximize their potential to develop and improve their performance.'

Listed below are the factors that would be considered when considering each athlete.

For athletes being considered for the OPP, the assessment would consist of a meeting between the athlete, the respective Head Coach and the where each factor would be discussed & scored.

Each statement has an ideal score of 4 and minimum score of 1. At the review meeting, all scores are added up and an average score is agreed by all parties involved for each factor to give an overall maximum score of 16 - this final commitment score is used for the review tool and integrated into the ranking list.

A - Life Choices and Circumstances

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Being a full time athlete or adapting work/college to fit with training (b) Maintaining a diet with training and performance in mind (c) Ensuring adequate rest & recovery (d) Controlling social life to appropriate periods of the year in line with training and competition demands (e) No alcohol consumption	(a) Training taking second place to work or study (b) Consuming a poor diet without thought to training (c) Allowing outside influences to compromise recovery. (d) Participating in a social life that inhibits performance at training sessions or impairs recovery (e) Excessive or binge alcohol consumption

SCORE = /4

B - Professional Life Style

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Be available for all training sessions at the home venue in Scotland (b) Be available for all squad training camps both domestically and overseas	(a) Have other commitments resulting in non-attendance at training sessions (b) Non availability for training camps due to other commitments

(c) Arrive at the training venue with all equipment in good order prior to the agreed time of training session (d) Arrive at all training sessions having made all efforts to recover optimally from previous training (e) Make time for session feedback from coaches and support staff following sessions (f) Constantly seeking new ways to improve performance	(c) Repeated late arrival at training sessions or failure to maintain personal equipment and specialist clothing (d) Allowing other commitments to obstruct full recovery from training (e) Failure to make time to seek feedback to aid performance development (f) Disinterested in new ideas, never challenging.
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SCORE = /4

C - Commitment to engaging with the Performance Programme

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Full participation in the training and preparation programme (b) Actively seeking coaching input (c) Actively seeking support staff input (d) Support to the overall Performance Programme (e) Working in partnership with administration staff and managers to ensure good logistics (f) Providing constructive feedback and engagement to the programme	(a) Lack of or partial participation in the Performance Programme training and preparation programme (b) Failure to work constructively with the appointed Head coach (c) Failure to work constructively with the appointed support staff (d) Actions which may be detrimental to the Performance Programme &/or the GB/SCO National Teams (e) Failure to liaise effectively resulting in poor logistics (f) Providing destructive feedback or criticism, moaning about the situation etc without constructive suggestions

SCORE = /4

D – Performance Development Mindset

Factors with beneficial effects to performance development	Factors with negative effects to performance development
(a) Ability to recognize key challenges/ areas of weakness to enhance performance (b) Willingness to embrace and work on key challenges/ areas of weakness (c) Understands and works through a clear process of development (d) Willing to take on and learn from direct and honest feedback. (e) Ability to persist with a process even when faced with setbacks (f) Willing to take ownership and responsibility for their own performance and programme	(a) Unable to identify key challenges/ areas of weakness to enhance performance (b) Avoids or unwilling to work on key challenges/ areas of weakness (c) No understanding/ evidence that is working through a clear process for development. (d) Ignores feedback (e) Gives up when faced with set backs (f) Unwilling to take ownership and responsibility for own programme/ performance & blames others/ programme for negative results.

SCORE = /4

TOTAL SCORE = (A) + (B) + (C) + (D) = /16