

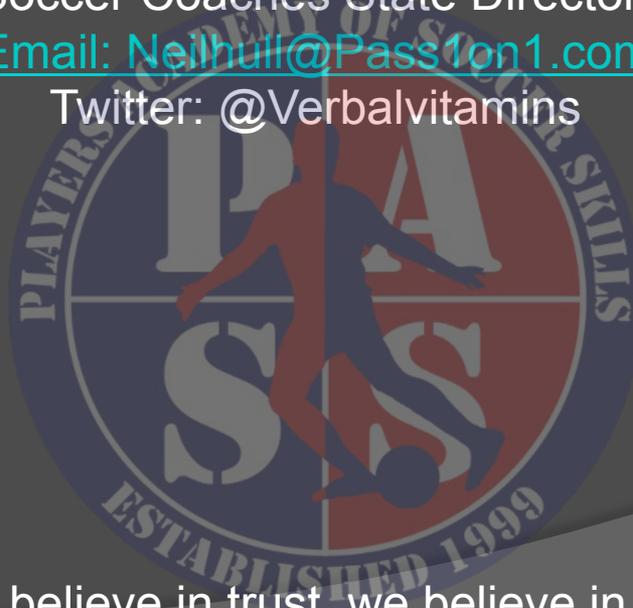
Evaluation & Feedback

By

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We do not believe in trust, we believe in accountability,
up and down the chain of leadership

Transactional Coaches

See their teams as a bunch of numbers who are meant to help them succeed and win. They focus on how everyone can help them find success and improve their career and raise up their ladder. The team exists to serve their career growth and pump up their egos.



Transformational Coaches

See their role as a transformer of lives who helps each team member become the best they can be. Transformational leaders believe their job is to serve their team members in order to help them grow in skill and character. Transformational coaches still want to win, but their foremost job is to develop.

Which One are You?



Why Should We?
A constant flow of accurate feedback is essential for full accountability, enhancing positive, or dealing with failing behavior on and off the field.



Performance Feedback.

- Specific review of information and evidence, not blame.
- No knee jerk reaction!
- Emotional Intelligence:
Make learning experience, not one of blame.

Conclude with specific action plans, short term and long term goals to improve performance.



Types of Feedback

Verbal

- Positive
- Negative

Video

- Performance
- Men Vs Women

Body

Non verbal

Q

- Subjective
- Objective

Psych

- Can't do
- Won't do



Verbal Feed Back

Words are triggering devices.

- Players self- esteem.
- Confidence
- Criticism



Stay away from the negatives and hot words

Steer clear of negative descriptions.

The word 'failure' is an emotionally charged word.



Be careful with your words.

Once they are said, they can only be forgiven not forgotten.

What happens
when you
describe your
team as a
failure?



Be Specific.

Be careful of the
“BUT” Word

Use “AND” instead

Keep it toned down



**No limits Language –
don't limit growth**

**Tell them what you
want, not what you
don't –**

The best way to teach



Change It!

- “Don’t miss” becomes “hit the target”
- “Don’t fail” becomes “do your best”
- The “hope you don’t fail” becomes “hope you succeed”
- “Not as bad” becomes “better than”
- “Don’t get upset” becomes “keep things in perspective”
- “Don’t hit it wide” becomes “hit it straight”



Yet : The Golden Word



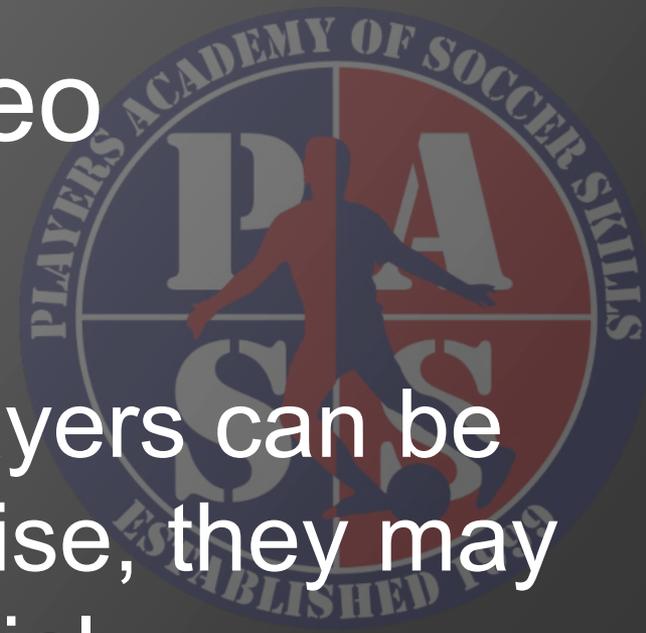
Feedback Through Video

Men.

Video feedback for male players can be a positive *Function*. Otherwise, they may not believe criticism. Evidential

Women.

More effective as a *Tool* to show positive aspects of performance (AD)



Team Video Feed Back: Playing on The X



Body Language

Non verbal communication.



Body Language

Eye Contact

Speech

Tone of voice



Body Language



Quantitative (Objective)

Player Based (Actual, Concrete)

Logical,

Analytical validation or assessments



Qualitative (Subjective)

Coach Based (Thoughts, Opinions)

Descriptive patterns or trends

Solution: BLEND

Enough subjective assessments over time
will Build objective observations

Post Match or Training Surveys

Post Match Physical and Mental Assessment: Power Feedback.

Please enter information below, where necessary on a scale of 1-5 (1 being poor & 5 being excellent), on how you felt or performed after our recent game. Try to be as honest as you can. Please do this alone without external pressure or influence. All information entered will be treated as personal and confidential. We trust in your character and honesty as you trust in our integrity supporting the growth in your game. We are not looking for failure only feedback, giving us the opportunity to elevate and improve your game

* Required

1. Email address *

2. Name: *

3. Match details.

Example: December 15, 2012 11:03 AM

4. Who did we play? *

5. Positions played:

6. Did you enjoy the game and have fun? *

Mark only one oval.

1 2 3 4 5
No Yes

7. How did you play personally? *

Mark only one oval.

1 2 3 4 5
Poor Excellent

8. Tell me something you did well today? *

9. Could you improve on your performance today, if so how? *

10. How do you believe the team played? *

Mark only one oval.

1 2 3 4 5
poor Excellent

11. Could we improve as a team, if so how? *

12. Did the warm up prepare you mentally and physically for the game? *

Mark only one oval.

1 2 3 4 5
Poor Excellent

13. Was did you take form our half time talk?

14. Did you suffer any injuries? *

Mark only one oval.

No
 Yes

15. If Yes, please explain

16. Who do you believe gave the most effort in todays game, and why? *



17. Did we get this weeks training into the game?

Mark only one oval.

	1	2	3	4	5	
no	<input type="radio"/>	yes				

18. Did i as your coach support you as a player today? *

Mark only one oval.

yes

Other: _____

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Psychological Feedback

When offering Feed back find out:

Can't Do:

Won't Do:

E.g.: Player fails to make certain runs.

Why? Won't (only does it once, then stops; to tired) or Can't(need more fitness)



Player Subjective Assessments

Players Performance Wheel

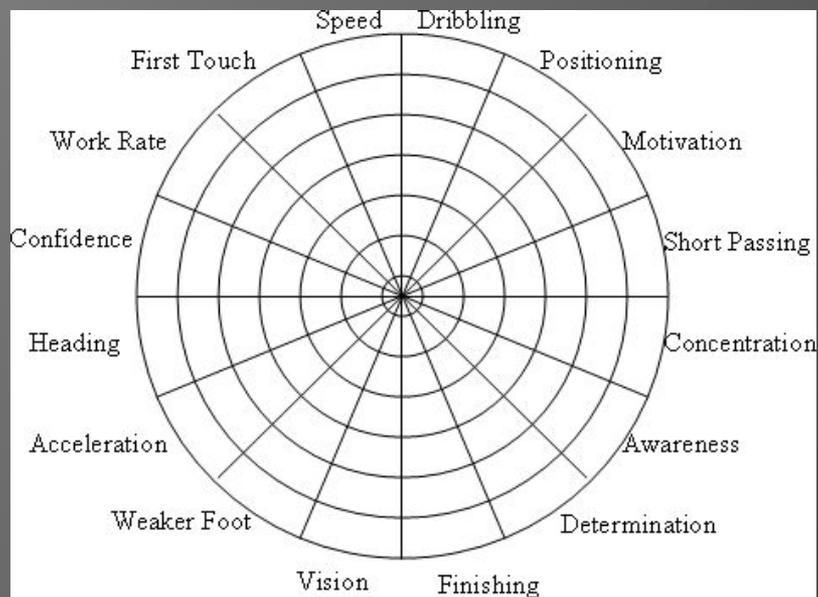
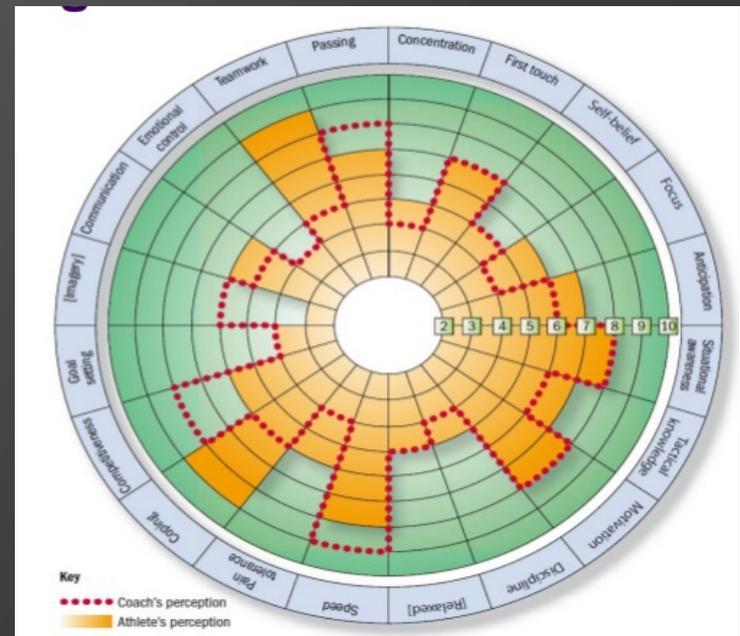


Figure 1: Performance Profile for a Centre Forward



Improve Feedback Why Should We?



Reaffirmation of Goals.....

Opportunity to set new goals

Recognition of good performance

Clarification of standards expected

Chance for a coach to influence a player

Chance for a player to influence a coach

Rebuilding of trust and making an emotional connection.

Reinforcement of team culture and values

Motivation of subsequent behavior

Players, parents, Performance (Not in that order!)



THANK YOU



References:

Jenny Truman

Sports psychology and Performance Coach

www.jtperformancecoaching.co.uk

Follow me on twitter – Jenny Truman @butterfield88

Bill Beswick

Winning.

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Cliff Gilley

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