



**sport personality**  
questionnaire spq20

> Mental Skills Report

# Example Report

## Introduction

Top athletes and their coaches recognize that elite athlete performance requires a combination of mental and physical skills. When you achieve the perfect combination, you are playing in the zone. This report provides information on your mental approach and mental skills. The objective is to help you identify and work on any mental factors that may be impeding your performance.

The factors covered in this report represent some of the latest thinking on the mental side of elite athlete performance. Athletes often refer to this as “attitude” and “confidence”. Talking about this, Michael Jordan said that having an effective mental game is what separated him from the rest of the NBA. Tiger Woods has said that mental mistakes have had a much more severe impact on his performance than physical errors.

The Sport Personality Questionnaire (SPQ20) covers twenty personality dimensions covering four key areas of your mental game: your confidence and mental resilience, your achievement drive and competitiveness, your sportsmanship, and your interest in power and your aggressiveness. The questionnaire also provides a measure of your overall mental skills and your team leadership potential.

Please bear the following points in mind as you consider the results from your assessment. First, your profile is based on what you have said about yourself through your responses to the questionnaire so that what we are measuring here is your own perception of what you are like. Second, the results can also be affected by your strategy for answering the questionnaire - whether this was conscious or unconscious - for example, whether you were very frank, whether you were very self-critical or whether you felt under pressure to convey a more than usually positive impression of yourself.

Third, the report describes different aspects of your sport personality/mental skills by comparing your responses against those of a large international comparison group of athletes. Your results are reported on a ten point scale known as the Standard Ten (Sten) scoring system. The table below indicates what different Sten scores mean and how they should be interpreted.

Sten	% scores	RAG Rating	Competence Level	Development Implication
8-10	15	Green	5 Very High	Capitalize on
7	15	Amber Green	4 High	Round off
5-6	40	Amber	3 Average	Work on
4	15	Amber Red	2 Low	Develop
1-3	15	Red	1 Very Low	Improve

Finally, this assessment is intended to help you clarify your view of yourself and help you to develop and achieve personal growth. If you do not recognize yourself in the following pages, check what other people think by taking views from your coach and fellow athletes.

## Assessment Scales

The SPQ20 has 20 scales that measure different aspects of your mental approach / style in sport.

Achievement and Competitiveness	
<b>Achievement</b>	This scale measures whether you are motivated to train hard and are prepared to make personal sacrifices to achieve excellence.
<b>Adaptability</b>	This scale measures whether you are open to new ideas and suggestions, and whether you keep up with technical developments.
<b>Competitiveness</b>	This scale assesses the degree to which you enjoy competing and want to get in the winner's circle.
<b>Conscientiousness</b>	This scale indicates the extent to which you prepare thoroughly, show self-discipline, and stay with the plan.
<b>Visualization</b>	This scale indicates how far you make use of imagery to help play well, rehearse performances, and stay calm.
<b>Intuition</b>	This scale gauges the extent to which you use your instincts and intuition in making performance decisions.
<b>Goal Setting</b>	This scale assesses whether you have set priorities and goals to help manage your development as an athlete.
Confidence and Resilience	
<b>Managing Pressure</b>	This scale assesses how effectively you handle anxiety and tension before important events.
<b>Self-Efficacy</b>	This scale indicates how much self-confidence you possess and how quickly you bounce back from setbacks.
<b>Fear of Failure Control</b>	This scale indicates the degree to which you are afraid of failing, letting people down, and not living up to your own and other people's expectations.
<b>Flow</b>	This scale assesses how far you are able to immerse yourself in your performance and play in the zone.
<b>Stress Management</b>	This scale measures whether you are experiencing burnout symptoms such as apathy, fatigue, anxiety, and isolation.
<b>Emotions</b>	This scale assesses how far you are able to regulate your feelings and emotions to maximize your performance.
<b>Self-Talk</b>	This scale shows the extent to which you talk positively to yourself to maintain motivation, stay calm, and perform well.
<b>Self-Awareness</b>	This scale assesses whether you ask for feedback, demonstrate awareness of your strengths and weaknesses, and reflect on your performance.
Interaction and Sportsmanship	
<b>Ethics</b>	This scale assesses whether you have strong principles, behave ethically, and show sportsmanship.
<b>Empathy</b>	This scale measures the extent to which you listen to and show concern for other contestants' views, feelings, and needs.
<b>Relationships</b>	This scale reveals the degree to which you develop relationships, engage in conversation, and socialize with other athletes.
Power and Aggressiveness	
<b>Aggressiveness</b>	This scale measures the extent to which you adopt an aggressive attitude and tend to intimidate opponents.
<b>Power</b>	This scale assesses the extent to which you enjoy having authority over people and aspire to leadership positions.

## Sport Personality Profile Summary

<b>Overall Mental Skills</b>	
Borderline Easygoing Contestant	You appear in the centre of the matrix in the Easygoing Contestant zone. At the present moment, you come out as average on Confidence and Resilience, and average on Achievement Drive and Competitiveness.
<b>Leadership Potential</b>	
Borderline Democratic Captain	You came out as higher than average on Interaction and Sportsmanship, and average on Power and Aggressiveness. You are interested in building relationships and cooperating with people, and you are interested to a degree in being influential and holding power.
<b>Achievement and Competitiveness</b>	
Level 3	Your responses to the questionnaire suggest that you put in as much effort and energy as most athletes to achieve success.
<b>Confidence and Resilience</b>	
Level 3	Your responses to the questionnaire suggest that at present you are feeling as confident and resilient as the average contestant in the comparison group.
<b>Interaction and Sportsmanship</b>	
Level 4	Your responses to the questionnaire suggest that interaction and sportsmanship is a pretty important driver for you. Your overall score on this factor is within the top 30 percent of the comparison group.
<b>Power and Aggressiveness</b>	
Level 3	You have an average score on the combined power and aggressiveness factor.
<b>Response Style</b>	
Slightly Self-Critical	Our analysis of your response style indicates that you appear to have been somewhat self-critical/hard on yourself in answering the questionnaire.

## Overall Mental Skills

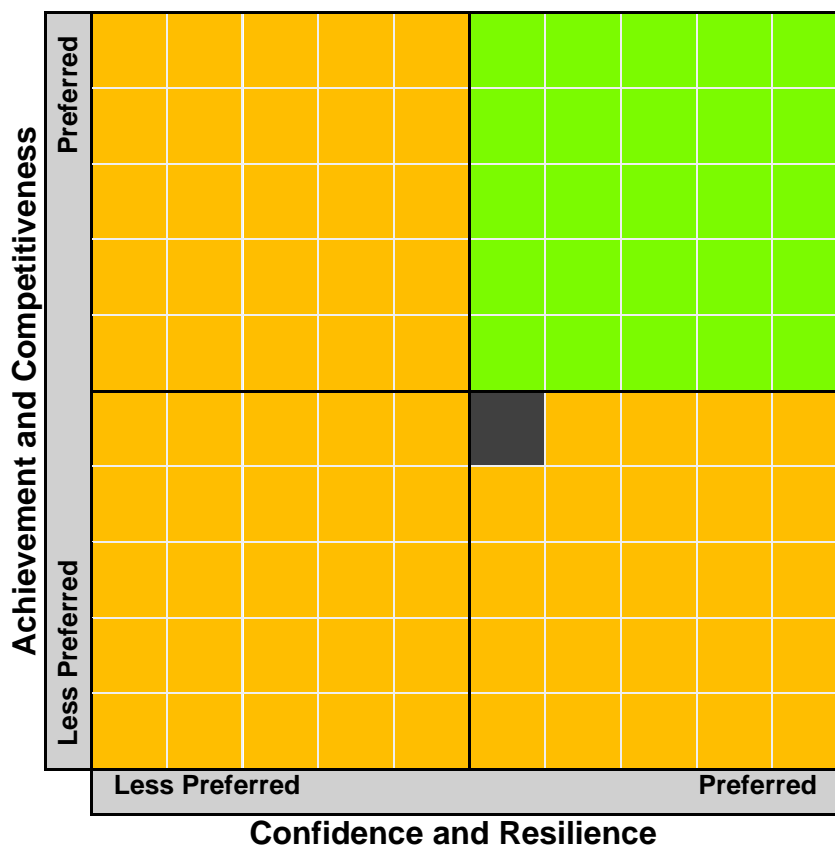
The Mental Skills Matrix below classifies athletes into four groups shown on axes of Confidence and Resilience, and Achievement and Competitiveness. These two factors measure your current level of confidence and self-belief, and how driven you are to achieve and win. The SPQ Scorecards on pages 6 and 7 show your results on these two broad factors and their elements. These groups are explained below.

### Tense Achiever

Athletes in the upper left part of this amber zone excel in motivation to achieve but lack confidence and resilience. They have the drive to work hard to realize their potential, but at the present point in time, they lack self-belief.

### Confident Achiever

Athletes located in the upper right part of this green zone excel in competitiveness and mental resilience. They feel positive about their game, are mentally strong, are motivated to achieve, and have the will to win.



### Tense Contestant

Athletes in the lower left part of this amber zone present as unsure about their abilities and their potential at the present point in time. They need help and support to boost their confidence and motivation.

### Easygoing Contestant

Athletes in the lower right part of this amber zone excel in confidence but lack motivation to achieve. They present as sure of themselves and stress-free but they lack the competitive drive to work hard to develop and realize their potential.

Borderline Easygoing Contestant. You appear in the centre of the matrix in the Easygoing Contestant zone. At the present moment, you come out as average on Confidence and Resilience, and average on Achievement Drive and Competitiveness.

The scorecards on the next pages give further details about this part of your mental game.

Achievement and Competitiveness Scorecard											
	Sten										
	1	2	3	4	5	6	7	8	9	10	
Achievement	< ... >			>							
Adaptability	< ... >				< ... >						
Competitiveness	< ... >										
Conscientiousness	< ... >										
Visualization							< ... >				
Intuition							< ... >				
Goal Setting				< ... >							
<b>Achievement and Competitiveness</b>				< ... >							
	Improve				Work on			Capitalize on			
Achievement and Competitiveness	Level 3. Your responses to the questionnaire suggest that you put in as much effort and energy as most athletes to achieve success.										
<b>Description of dimensions</b>											
Achievement	Level 2. Your responses indicate that personal achievement is not a very important driver for you.										
Adaptability	Level 3. You present yourself as fairly adaptable and opportunistic. You are as willing to experiment and take risks as the average contestant.										
Competitiveness	Level 1. Your responses indicate that participating is more important to you than winning.										
Conscientiousness	Level 1. You are easygoing and can be quite disorganized. You take things as they come and prefer not to make plans.										
Visualization	Level 5. You use imagery and visualization in a range of ways to help think positively and perform well.										
Intuition	Level 5. You let your deep-down inner feelings guide you and you act on your instincts and intuition.										
Goal Setting	Level 3. Your responses indicate that you use goal-setting as much as the average athlete in the comparison group.										

<b>Confidence and Resilience Scorecard</b>	
	Sten
	1   2   3   4   5   6   7   8   9   10
Managing Pressure	
Self-Efficacy	
Fear of Failure Control	
Flow	
Stress Management	
Emotions	
Self-Talk	
Self-Awareness	
<b>Confidence and Resilience</b>	
	Improve                      Work on                      Capitalize on
Confidence and Resilience	Level 3. Your responses to the questionnaire suggest that at present you are feeling as confident and resilient as the average contestant in the comparison group.
<b>Description of dimensions</b>	
Managing Pressure	Level 5. You seem to manage pre-competition stress much more successfully than the average contestant.
Self-Efficacy	Level 2. At present, you don't appear to be very confident about your ability to succeed in competition.
Fear of Failure Control	Level 3. Your responses indicate that you worry as much as the average athlete about failure and being judged negatively by others.
Flow	Level 3. You seem to have had as many experiences of performing in the zone as the average contestant.
Stress Management	Level 3. Your responses indicate that you are in as good physical and psychological shape as the average contestant.
Emotions	Level 3. Your responses suggest that you have been as successful as the average athlete in managing your moods and emotions.
Self-Talk	Level 3. You use self-talk to the same extent as the average athlete to help deal with pre-competition stress and to maintain concentration and performance during competitions.
Self-Awareness	Level 3. You appear to be as aware of the strengths and weaknesses of your game as the average contestant.

## Leadership Potential

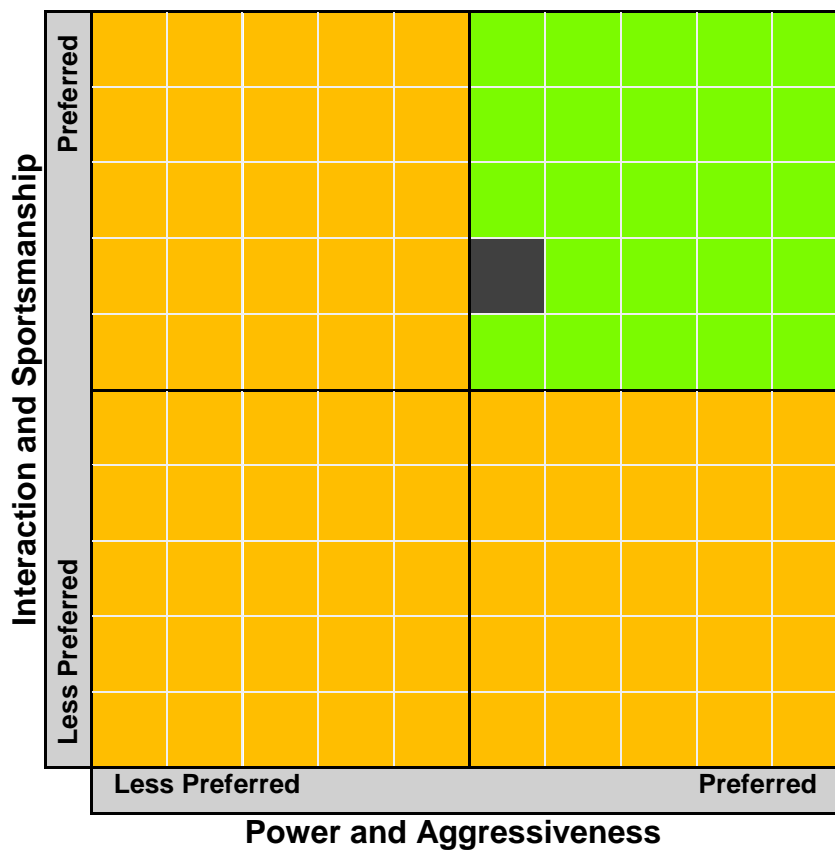
The Leadership Potential Matrix below classifies athletes into four groups shown on axes of Power and Aggressiveness, and Interaction and Sportsmanship. These factors measure your interest in having power and control over people and your interest in forming relationships, working cooperatively, and acting ethically. The SPQ Scorecards on pages 9 and 10 show your results for these two factors and their components. These groups are explained below.

### Team Player

Athletes located in the upper left part of this amber zone are not motivated by power and authority so they are likely to be reluctant leaders. They do like to be accepted and held in popular regard, however, which makes them natural team players.

### Democratic Captain

Athletes located in the upper right part of this green zone are motivated by power, personal status and prestige, and a need for friendly relationships. They like to lead and like to be accepted and held in popular regard. This makes them natural team leaders.



### Individual Player

Athletes located in the lower left part of this amber zone do not have the desire to lead or the desire to be liked and held in popular regard. They tend to prefer doing things on their own and do not seek the company or approval of fellow contestants.

### Controlling Captain

Athletes located in the lower right part of this amber zone have the desire to lead, to be influential and make an impact, but they do not have the desire to be liked and held in popular regard. This often means that they need to work hard to take people with them.

Borderline Democratic Captain. You came out as higher than average on Interaction and Sportsmanship, and average on Power and Aggressiveness. You are interested in building relationships and cooperating with people, and you are interested to a degree in being influential and holding power.

The scorecards on the next pages give further details of your scores in these areas.

<b>Interaction and Sportsmanship Scorecard</b>	
	Sten
	1   2   3   4   5   6   7   8   9   10
Ethics	
Empathy	
Relationships	
<b>Interaction and Sportsmanship</b>	
	Improve                      Work on                      Capitalize on
Interaction and Sportsmanship	Level 4. Your responses to the questionnaire suggest that interaction and sportsmanship is a pretty important driver for you. Your overall score on this factor is within the top 30 percent of the comparison group.
<b>Description of dimensions</b>	
Ethics	Level 5. Your responses indicate that you are a courteous and upright athlete who acts ethically.
Empathy	Level 3. You present yourself as generally sympathetic, friendly, and keen to cooperate and avoid conflict.
Relationships	Level 3. You come over as moderately extraverted and sociable, someone who enjoys the company of others but also likes their space.

Power and Aggressiveness Scorecard										
	Sten									
	1	2	3	4	5	6	7	8	9	10
Aggressiveness	<			...	>					
Power					<		...	>		
<b>Power and Aggressiveness</b>	Improve				Work on		Capitalize on			
Power and Aggressiveness	Level 3. You have an average score on the combined power and aggressiveness factor.									
<b>Description of dimensions</b>										
Aggressiveness	Level 2. You don't often perform in an activated, worked up, and aggressive state.									
Power	Level 4. Your responses indicate that you are more motivated by authority and power than the average contestant.									

## Next Steps

We recommend that you discuss the key points from this report with your coach, and invite feedback and improvement suggestions from team members and fellow competitors. Factoring in other peoples' assessments alongside your own is important, as there is plenty of evidence that shows that self assessments rarely match those of other people's one hundred percent.

Having considered your own assessment together with the views of key colleagues, where should you start when addressing development? A logical starting point is to address weaker areas – for example, any Level 1 or 2 areas on your SPQ Scorecards. Many coaches and development experts warn against focusing exclusively on weaker areas, however, unless these are considered to be 'fatal flaws'. Fatal flaws are those areas which are likely to inhibit performance and career development, and they should be addressed first.

If there are no fatal flaws, or once these have been addressed, the advice of many coaches and experts is to focus on one's strengths. There is compelling data which shows that effective performance is directly related to the number of strengths an athlete possesses. We, and our coaches, tend to be drawn towards worrying about our less strong performance areas, but an alternative strategy is to concentrate on one's strengths.

[Click here](http://www.sportsconfidence.biz/spq_development_recommendations.pdf) to download further more specific ideas and suggestions about how to improve your mental skills performance. ( [http://www.sportsconfidence.biz/spq\\_development\\_recommendations.pdf](http://www.sportsconfidence.biz/spq_development_recommendations.pdf) )

## SPQ20 Psychometric Scorecard

No	Scale	Raw Score	Sten Score	Score Meaning
1	Achievement	19	4	Higher than about 25% of the comparison group
2	Adaptability	21	6	Higher than about 60% of the comparison group
3	Competitiveness	14	2	Higher than about 5% of the comparison group
4	Conscientiousness	15	3	Higher than about 10% of the comparison group
5	Visualization	27	8	Higher than about 90% of the comparison group
6	Intuition	23	8	Higher than about 90% of the comparison group
7	Goal Setting	19	5	Higher than about 40% of the comparison group
8	Managing Pressure	9	8	Higher than about 90% of the comparison group
9	Self-Efficacy	14	4	Higher than about 25% of the comparison group
10	Fear of Failure Control	10	6	Higher than about 60% of the comparison group
11	Flow	18	5	Higher than about 40% of the comparison group
12	Stress Management	11	6	Higher than about 60% of the comparison group
13	Emotions	21	6	Higher than about 60% of the comparison group
14	Self-Talk	24	6	Higher than about 60% of the comparison group
15	Self-Awareness	19	5	Higher than about 40% of the comparison group
16	Ethics	28	10	Higher than about 99% of the comparison group
17	Empathy	20	5	Higher than about 40% of the comparison group
18	Relationships	20	5	Higher than about 40% of the comparison group
19	Aggressiveness	11	4	Higher than about 25% of the comparison group
20	Power	24	7	Higher than about 75% of the comparison group
21	Impression Management	17	4	Higher than about 25% of the comparison group

## Notes