



The first Sport Character Test

dsbi
Rothenbaumchaussee 20
20148 Hamburg
www.dsbi.de www.vct-sport.de

Introduction

'A fine display of character' – how often do we hear or read this expression in sport. Especially when an athlete achieves a high score or when a team battles back from being far behind we like to honour the character of the team or athlete.

But what does this really mean? Is the character more than the sum of the individual team members? This is one of the deciding success factors. Because even in the day to day training and coaching we can sometimes see how little the coaches and athletes know about each other – even in individual sports like boxing or tennis.

With this Visual Character Test you have taken the first step to properly develop the characters of your athletes. The Visual Character Test, or VCT, is based on the widely accredited Visual Questionnaire test (ViQ), which has been developed by the Hamburg based 180° visual systems GmbH. In a joint project with the training centres of the Hamburger SV, the VFL Osnabrück and different tennis coaches in Hamburg this testing method has been taken further to become a sport specific character test – the VCT Sport.

With the VCT Sport we can analyse the very different phases in the perception and decision-making processes of all athletes, for example how football players perceive space on the pitch. Additionally strengths, weaknesses and motivations are assessed as well as performances in stress and conflict situations.

Furthermore individual communication skills and behaviour towards team members and coaches play a significant role. Based on our test results and on our knowledge of mental and emotional strategies we can open up perspectives for you on how to improve the different characters of your athletes. Working together with you we will develop a concept on how you can address these different characters optimally – in training and in competition.

Gaining knowledge about the different characters of individual athletes is the basis for a good training plan. For you, be it as a coach or an athlete. After all different characters perceive their environment in different ways – for example the perception of their team members or their coaches. Here, multiple decisions are made in a team, which lead to a varied amount of behaviour; since even the smallest modification within a team is a process that needs time.



The Visual Character Test Sport gives a qualitative mental orientation to these processes and supports the mutual understanding between coach and athlete. This is the key to a higher performance. In this manner you get to know your athletes better and vice versa. Moreover you also gain a deeper insight into your own role as a coach - as a stage director - to be able to optimize the interaction of the different strengths of character in your team.

Quality Criteria

This test was developed on the basis of various samples taken from over 80.000 test subjects and complies with the current statistical requirements. The further development of the types of character is being done in cooperation with a scientific institute. Comparative studies with other established testing procedures such as the MBTI, NEO-FFI and CPI have been made. Comprehensive studies concerning the validity of the VCT Sport have shown that there are substantial correlations between the ViQ/ VCT Sport scales and behaviour. We could repeatedly prove that by using the ViQ/VCT Sport variations in behaviour could be clarified three times better than with standard test forms. The visual method of the ViQ/VCT Sport minimizes the amount of conscious influence the test person has on the test results. Above all the use of visual items the test person has hardly any inference to social desirability.



Personalities and Characters

To determine your individual sports personality the VCT Sport measures a total of six psychological dimensions in three steps.

The first step to the completion of your profile uses the measurements of two of these dimensions to define your motivational world. In the second step we determine four further dimensions to define your core personality. The third step combines the motivational world with the core personality, which gives you your personal profile.

At this point you will find out how your profile as a coach or athlete is constituted, what kind of psychological mechanisms are operating in the background and which areas of your personality reveal development potential.

Step 1 – Your Motivational World

To define your motivational world the VCT Sport measures two motives or needs, that can be described as the shell of your personality:

- Need for Security

The level of this motive can be low or high. A high level on this scale leads the person to strive for clear-cut decisions, control and a norm-oriented behaviour, as well as to a fast identification of mistakes or risks.

- Need for Stimulation

The level of this motive can be low or high. A high level on this scale leads to an action- oriented behaviour that goes hand in hand with good communication skills and a high ability to assert oneself.



Step 2 – Your Core Personality

To be able to define your core personality the VCT Sport measures four different psychological dimensions. Two of these psychological dimensions are used to determine your perception control and your behavioural control:

Specific Information Processing (S) and Automatic Information Processing (A).

A high level on the S-dimension promotes precision and the attention is directed towards details and discrepancies. Mistakes are recognised notably well. S-Types appreciate a differentiated structure and a clearly defined (social) environment. One of their core needs is structure in terms of specific and realistic goals, clear timelines and detailed information.

A high level on the A-dimension promotes a more integrated perception. Various impressions can be processed simultaneously and the available courses of action are immediately recognised. A-types are often characterised as being independent and determined. The core needs of A-types are dynamics, rapid changes, adaptiveness and a spontaneous and flexible environment.

Two further psychological dimensions define thinking and decision making processes:

Objective Classification (O) and Personal Classification (P)

A high level on the O-dimension allows the person to control his own thoughts and impulses to a high degree. O-Types make plans and do not lose sight of their goals. They are often characterised by anticipatory planning, analytical decision-making and deliberate acting. A core need of O-types is rationality. They value a systematically and logically comprehensible organization of their environment.

A high level on the P-dimension contributes to decision-making patterns, which are based on a broad repertoire of experience. Their way of thinking is cross-linked and associative. P-types tend to a more emotional and holistic way of experiencing and decision-making. A core need of P-types is a positive and instantaneous subjectivity in relationships that goes further than abstract principles.

Step 3 – The Personality Profile

The whole personality is made up of a personality shell (step 1, squares 1-4) and personality cores. The vct-Sport differentiates between the following four personalities cores:

SO –SP – AO –AP.

Every personality in turn is made up of aspects of all four cores. However, one core personality dominates the whole personality. That is the core, for which the highest active potential is measured.

High Need for Security (Se)	S	SO1	SP1	SO2	SP2
	A	AO1	AP1	AO2	AP2
Low Need for Security (Se)	S	SO3	SP3	SO4	SP4
	A	AO3	AP3	AO4	AP4
		O	P	O	P
		Low Need for Stimulation (Sl)		High Need for Stimulation (Sl)	

The Motivational World (The Personality Shell):

1= The Security-oriented Personality

Has a low need for stimulation and a high need for security.

2= The Results-oriented Personality

Has a high need for stimulation and a high need for security.

3= The Independent Personality

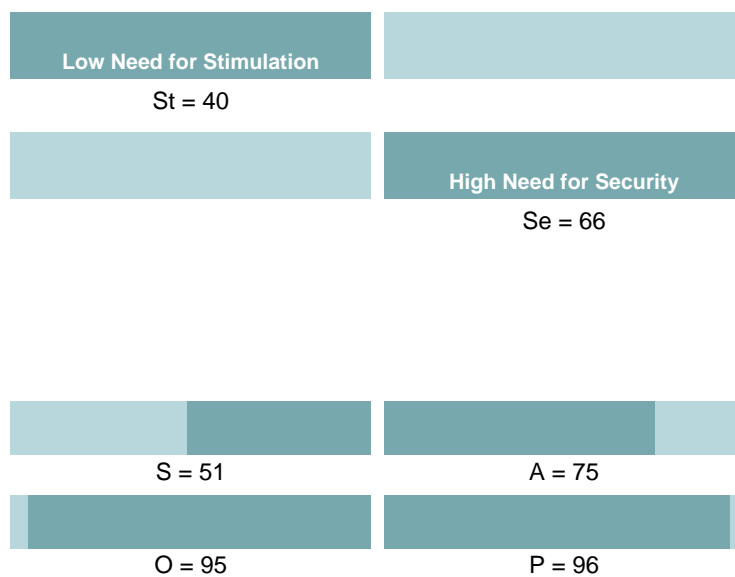
Has a low need for stimulation and a low need for security.

4 = The Freedom-loving Personality

Has a high need for stimulation and a low need for security.

Your Personality Report

The results from your test are:



Your type code:

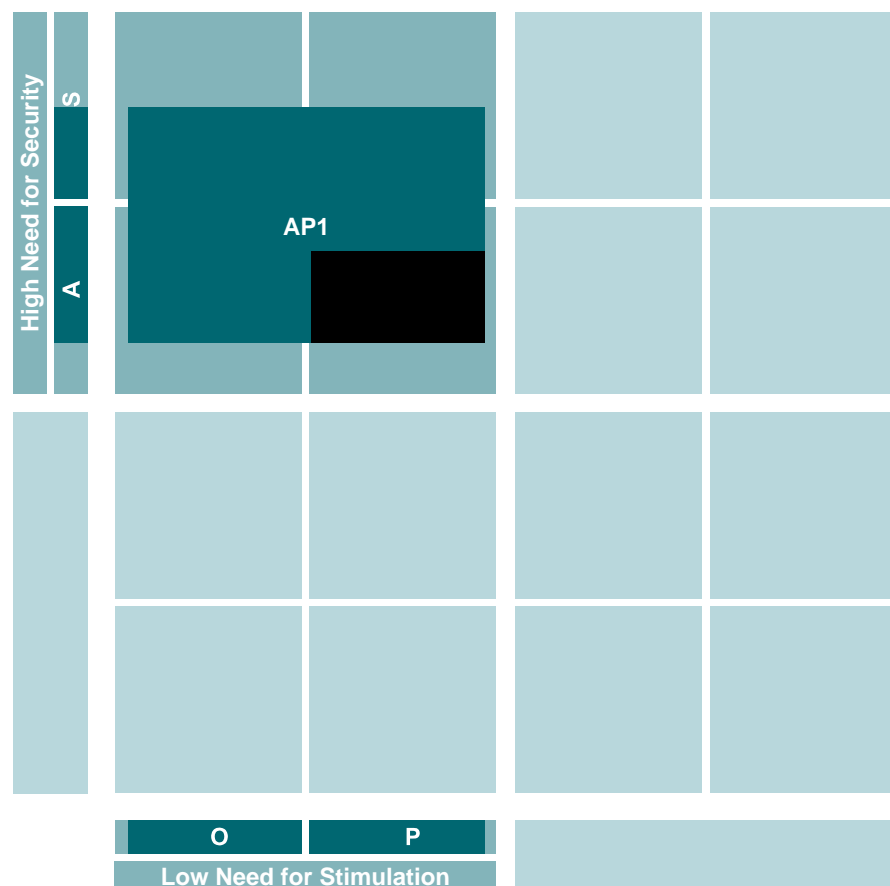
Your personality shell and your dominant personality core result in the

AP1

personality profile.

The two darker-coloured fields in the system of coordinates mark your personality characteristics when relaxed (large green field) and when stressed (small black field).

Your personality report in the following pages refers to the smaller (black) field. This is your feel-good area into which you retreat when you are exposed to stress. This can be physical stress (great exertion) or mental stress, for instance when faced with difficult (life) decisions. The larger (green) field shows the area of your scope for perception, decision-making and action and goes quite a bit beyond your personality report in the following pages. This means that, while you are relaxed, you show patterns of behaviour that can be attributed to other personality types. This can also be seen in the bar chart of your core personality.



AP1: The Security-oriented Creative

Automatic Information Processing

Objective Classification

A Description of the Character Modules AP1

You prefer an intuitive perception and a judgement that is rather emotional.

The A part:

You listen to your gut feelings, act accordingly and demand that your environment acts as well. With your intuitive perception you see the positive chances, the possible connections and ways of putting things together. Your core needs are dynamics, rapid changes, the chance to change things and a spontaneous and flexible environment. Your characteristics are independence and strength of will and you will always fight to keep your personal autonomy. You like to use symbols and generalizations, meaning abstract goals. You appreciate complexity as a creative challenge and develop new concepts. You are capable of creating something new out of experiences and other concepts. You take two ideas and make one out of them – you use the “this and also that”-principle.

The P part:

Your P-value stimulates emotional processes. You feel decisions (associative process) based on your personal deliberations, earlier experiences and moral ideals. You evaluate your perceptions primarily based on your feelings. The easy access to your acquired knowledge leads to a special importance of your own needs and values.

Your P-value enables you to process and integrate different information and partly contradictory aspects simultaneously. You are a good judge of character, are interested in people (humanity) and can empathise well. You are generally friendly and willing to help (the good). Due to your search for harmony and relationships you tend towards sensitive reactions in conflict situations, towards subordination and over-conformity. If your P-value is strongly developed, it results in a style of behaviour that is characterised by emotional liveliness. You value a stimulating environment highly.

1 – Your 'Motivational World' Part:

This is characterised by a low need for stimulation and a high need for security.

Your low need for stimulation makes you tend towards an inner communication and you prefer a careful choice of words. You prioritise your inner perception; meaning interest is focused on your internal world of thoughts and ideas. The importance of the perceived is defined by your inner world.

You do not like to enter into a fast and immediate exchange of ideas. Your idea of good communication includes talking things out and respect, which are stated in structured statements. With this, you give an interesting depth, not just to ideas but also to life. You seek seclusion and intimacy. Here is where you relax and gain energy. You deal reservedly with speaking of your thoughts. Accordingly you only act after thorough consideration. You do not need to meet or exchange with others regularly in order to develop ideas (too many stimuli). You prefer smaller teams, as large groups overtax you. It is not easy to get to know you, as you initially appear cool and distant. You express yourself reservedly and your communication is rather calm, withdrawn and monosyllabic. To some, this can appear arrogant and unapproachable.

You need time and space to process experiences. You convince with high professionalism and dutiful delivery of performance. You prefer situations in which you only need to concentrate on a few tasks and not to be disturbed while fulfilling them.

Your high need for security leads to a need for structure and order organisation, clarity, coherence and results. You strive for control, clear decisions and norms. You want things to go according to plan and in a results-oriented manner. You only rest when your work is done – whenever possible on time.

You like people to behave in a foreseeable way. These are the reasons why you prefer involvement in well-structured and automated processes (teams). This is when and where you feel comfortable.

You do not have difficulties making decisions and you ambitiously concentrate on basics. You like quick decisions and you like having an influence on others and on their decisions. You want to convince others in a way that they act, as you would like them to. In doing so, you can sometimes react very persistent, stubborn and set in your ways.

1. Brief Overview of Characteristic Strengths and Weaknesses

Characteristic Strengths

- You are untiring, unassuming and innovative.
- You have a high level of intuition that lets you live in a world of ideas, concepts and theories. AP1 types are primarily interested in possibilities – especially in relation to people. You enjoy if you can promote a single person (for example a young athlete) or if you can help integrate a new teammate.
- Your intuition lets you find new approaches to problems. With your feelings you convey enthusiasm.
- You grasp and understand exactly what happens around you. You know how the situation really is and what it means but you do not have to show this to others. You often wait until the time is right before you take a hold.
- You are authentic and a visionary.
- You get your energy from within - from your own, very lively inner world that is not always understandable for others.
- Resistances are challenges for you that you resolutely solve without making a big deal of it. They are only delays on the way to your goals. You do not give them much attention, instead you pay more attention to reaching your own and ambitious standards. If you set yourself a goal you work persistently until you reach it.
- You are internally independent, even if this is not noticeable from the outside. You are an individualist and let yourself be lead by your intuition. The 'small signals' from your environment give you an exact and complex picture of the world.
- You want to convince others and not assert your opinion.
- Sometimes you perceive connections and relations that are prophetic and brilliant. Your sophisticated mind can grasp principles that are hidden to others. This puts you in the position of being able to give good judgements about situations.
- If you are feeling well you inspire with visions and insights that often show an interesting and different side of reality. You have a skilful diplomatic arsenal of provocations and attractions. You can move people towards things without scaring them off, help clarify and solve problems or give intelligent hints and directions.
- Due to the discrepancy of the reality and how you see the reality you can sometimes appear to be a bit mystical.

- You are oriented towards harmony and appreciate your teammates efforts (up to a certain level). This makes you quite adapt in human relationships. You have an appreciating sensitivity towards people and their needs.
- You take heed to be authentic, but it can happen that you do not appear to be authentic for others.
- You are true to your principles and have clear beliefs on how one can serve the team. To achieve this you integrate teammates and try to organise the game.
- You are responsible, reliable and diplomatic.
- You assess what happens around you exactly, even in completion. You see what is important for the game.
- Normally you act unobtrusively and quietly exert your influence.
- You are diligent and concerned about order. You expect this from others as well. Chaotic situations annoy you.
- Competence and exactness in implementation are important for you.
- Because you are open to new sensory input you have an inspiring orientation towards the future combined with a high level of imagination.
- You see the necessity of change and generally look for alternatives. This causes you to have a strong inclination for flexibility and openness.
- You always try to act according to your own values and ideals.
- You motivate yourself through being inspired and harmonic.
- You can motivate yourself well.

Characteristic Weaknesses

- Work on details related to routine work is difficult for you.
- Sometimes you control too much and are too commanding.
- You tend towards thinking and pondering too much before you act.
- You have problems communicating your visions. You have an exact notion of the right way to act but cannot communicate this to your team.
- Problems can arise when you focus solely on your ideas. You can see the end vision so clearly that you do not pay enough attention to the discrepancies and the contradictions. It can happen that you alternatively do important and unimportant things and do not really contribute something of value.
- If you are too convinced of your visions you tend to impose these on others.
- Sometimes you do not listen closely enough. You are somewhere else with your thoughts and see the world from an abstract and emotional perspective.
- You live more in the future than in the here and now, especially in your euphoric thoughts and views.

- You are not able to handle criticism well and take it too personally.
- Sometimes you are caught up in your loyalties.
- You set too much importance in realising visions and values. Your ideals are too big.
- Your basic stance of being attentive and self-commitment is a contradiction that leads to tensions. With this your attention is focussed on the outside and your self-commitment is focussed towards your inside.
- Your sophisticated mind comprehends principles that are invisible for others. If you are not careful you can tend to radically simplify things or set too stark contrasts.
- It can happen that you construe too much into the things you perceive and create a too simple image of reality.
- Difficulties arise if you identify yourself too strongly with your teammates (your sport). If something goes wrong this triggers an overly strong sense of guilt or a feeling of disappointment. You tend to be tense in these situations, try to be perfectionist and too exact without actually having the ability to be perfect in details. These reactions and efforts seem excessive and insincere to others.
- In times of chronic tension you disregard your own clear and visionary world of ideas as being impractical. You try to gain a higher level of understanding instead of getting into action again.
- You are too cautious.

2. This Is How Your Character Displays Itself in Sport

- You are a very creative and innovative athlete and are open towards new tactics and methods.
- You are a good mentor and guide for your teammates.
- You integrate teammates into the tactical assignments in the game. You can organise the game well, but are better in motivating.
- You have a sixth sense (can intuitively decide what is right and wrong).
- You understand exactly what happens around you and perceive the connections.
- If you set yourself a sportive goal you resolutely work until you achieve it.
- You are an instinctive player; this means you find quick solutions on the playing field.
- You like a fast, creative but also structured style of game.
- Permanent repetition of training methods bore you. You need a flexible training and warming up exercises (possibly with a ball)
- You can read the game well and have a highly defined sense of (systemic) relations (when you have an overview of the game). You see the open areas due to having a wide spatial perception.
- You can see the depth of the field and play passes into free zones due to your spatial perception. You remember to be careful whilst doing this.
- You have a good anticipation and can speculatively assess game situations.
- You tie in team-members with your charm and your approachability.
- Your motivation is mostly dependent on internal factors.
- You are flexible and innovative in the formation.
- You think laterally and make alternatives possible.
- You have a quick wit.
- You like positive challenges that are linked to big goals.
- When you enjoy playing in your team, the goals and your own game then you are highly resilient and show limitless compassion. It seems as if you do not need to rest and recuperate automatically due to your joy and enthusiasm (internal motivation).
- You are interested in the possibilities of the future and not only for the mistakes of the past.
- You play an intuitive style of football, for example. You have a lot of ideas and concepts.

- You comprehend exactly what is happening around you (the paths of your teammates, the spectators). You also have a feeling where the weak points of the opponent are. Sometimes you are too patient when you wait for the right point in time and chance to seize hold of it. You are a reluctant athlete.
- You have a good intuition and can make statements before things happen that turn out to be right. Without being able to underpin it with facts or numbers.
- You have a high commitment and give your best.
- You are very individualistic and let yourself be led by your intuitive ideas.
- You develop long-term goals and visions. You plan and work steadily to achieve these goals.
- Problematic issues are challenges for you that you resolutely solve and you see as small delays on the way to reaching your goal.
- You enjoy implementing what has been planned as part of a harmonic and structured team.
- You look for the positive and reinforcing aspects in ideas. You see and look for the potential chances and only then do you think about the cause and effect principle. But these insights do not always influence your decisions.
- You see problems and difficulties long before they arrive. You have learnt to trust your intuition and act, if the circumstances allow it, instinctively.
- You can trust your talent to improvise.
- With your positive energy you manage even difficult situations. You like doing this together with your team, for example coming back from behind and preventing losing the game.
- You are sensitive (empathic) about the relations inside the team. You can quickly see things develop (problems) and predict them as well.
- You can convince others and integrate them well.
- Your harmonic and optimistic behaviour makes you a good integration and interaction partner for your team.
- At first you approach people with friendliness and trust.
- You are a person that your teammates confide in and talk to.
- You lead with a style based on partnership. (One for all, all for one)
- You are authentic by giving yourself and others the feeling that the glass is half full and can be filled further.

- You prefer a quiet daily training routine. You mistrust loud, uncontrolled and careless behaviour.
- You can see your goal vision so clearly that you do not pay enough attention to the contradictions and target conflicts. On the playing field this leads to you wanting to 'break through walls ' instead of lifting your head to find support from your teammates.
- If you do not learn to trust in your creative spontaneity and insights you become more and more anxious to find alleged securities that can give you continuity, predictability and an orderly environment.

3. Typical Emotional Reaction Patterns

Negative Behaviour under Stress and in Conflict Situations

- If you do not feel comfortable your anxiety expresses itself in you looking more closely when looking for insights. But your strength lies more in trying a new approach from a creative distance, and not in analysing the problem in its smallest details. When you do this you do not play authentically or occupy yourself with the smallest details in training.
- If you do not take heed you radically simplify things. Your subtlety does not work well in stressful situations and you tend towards achieving towards safety and details. Whilst doing this you polarise issues and get entangled instead of using your intuition to keep your oversight.
- You get impatient if things take too long.
- You do not listen to others enough. You are too convinced of your opinions.
- You take criticism personally and tend to overrate criticism.
- You tend to suppress problems and not talk about them.
- You dislike routine tasks.
- You do not like having to deal with interconnected details.
- You look for what you have done wrong first and are more critical and hard on yourself then necessary.
- Sometimes you step over the (emotional) limits of others.
- You do not like chaotic situations.
- You suppress negative and painful emotions and criticism of your ideas.
- Thinking too much leads to you losing energy and becoming pessimistic. You can become nearly incapable of acting.
- If you do not learn to trust in your creative intuition you are continually going to sacredly searching for alleged securities.
- You disregard thoughts that do not fit to your emotional judgement.
- You occupy yourself a lot with your (emotional, mental) switching from being high and feeling low.

Positive behaviour under stress and in conflict resolution

- Your main emotions that drive you are happiness (also for your positive charisma, enthusiasm and congeniality) and anger.
- Problems are challenges for you and only delay the path towards achieving your goal.
- You can see problems and difficulties long before they arrive. You instinctively perceive danger; you have a sixth sense for it.
- You are resilient and enduring. You have a high performance capacity.
- People that you trust and like give you the necessary stability in difficult times.
- You are very creative in emergencies (critical situations) and find fast solutions (you search for practical alternatives and realisations).
- You foster positive behaviour. You see the possibilities instead of addressing problems directly.
- You tackle problems and want to reconcile conflicts quickly. You have a good understanding of problems and systematic processes.
- While solving problems you are helped by your ability to perceive complex relations and being able to describe these in simple language.
- You have the readiness to think about your own weaknesses and to work on these.

4. This Motivates You

- You are a fundamentally high-motivated athlete. Your visions and optimism inspire you.
- You like helping people and are a good mentor.
- Although you like company you also need the chance to work on things on your own.
- Your enthusiasm comes from your positive inner basic attitude.
- You get your energy from your inner self - your own, very lively and introvert world.
- A co-operative and open working environment (with interesting people)
- Time and space for visions that can be implemented.
- You like challenges that give you the chance to concentrate and to be prepared mentally and conceptually.
- You prefer a visionary but also well organised playing system.
- You occupy yourself with ideas and like to read.
- To philosophise over the future and visions (possible alternatives). You are oriented towards the future and the present.
- The ability to emotionally perceive the game and to steer it instinctively but also in a structured fashion.
- From your inspiration and visions you quickly come to insights. Realising these motivates you.
- A good mixture of competent leadership and room for your own ideas.
- You like an authentic and trustworthy expression of appreciation.
- Spontaneity and flexibility.
- Working on different projects simultaneously.
- A tactical order in which the individual values and ideas can be creatively added.

5. Your Behaviour in Teams and Groups

- You are a team player with humanistic ideals.
- You are very amenable towards your teammates and coaches and enjoy the calm, organised and creative togetherness with your team.
- One of your strengths is your ability to bring together different characters and to mediate between them.
- You like the camaraderie but also need time and room to do things on your own and prepare yourself. For this you need a harmonic environment.
- You are adaptable and unobtrusive.
- You give your teammates and coaches a high level of appreciation, attention and esteem.
- You are good at motivating.
- You are ready to help everyone with his or her problems.
- You give your teammates the feeling that you believe in them and always see the positive potential and chances. You give your fellow team-members space to develop further.

6. Your Style of Leadership

- You lead your teammates with visions and as equals. You prefer a co-operative, self-responsible, supportive and fair style of leading.
- You lead calmly with consequent goal-orientation.
- You like leading a team with inspiring ideas.
- You place value on qualitative work and a high readiness to perform.
- You are a good mentor and enjoy developing your teammates and being their creative advisor.
- You gain respect as a leader through acceptance, not through demanding.
- You are very sensitive (empathic) in dealing with your team-members.
- You develop an understanding for their needs and problems.
- You incorporate your teammates into your decision making process.
- You encourage your team-members and spur them on.
- You encourage them to self-fulfilment and initiate changes.
- You try to combine team values and actions. You impart the importance of values to your teammates, for example sticking together and working for each other.
- You are open to changes and want to implement these.
- You want to quickly integrate team-members into the team.
- You invite players to consequently solve problems together.
- You are curious of what motivates others and how team-members and the coach can use their strengths to advance the team.
- You lead in an energetic and motivating fashion using innovative methods.
- You have a high esteem for your teammates.
- You can develop trust.
- Your style of leading is truthful, just, ambitious, disciplined, constant and encouraging. While leading you are unobtrusive and innovative.
- You announce unpleasant truths in a quiet manner and in a way that others can accept these.
- You have a high sense of responsibility.
- You are consequent when you take a stand on something.
- You lead by objectives.
- You optimistically bring you teammates together with an eye for their strengths. Good and harmonic relationships between team-members are important to you.
- The ability to co-operate is important to you.

Problematic Aspects of Your Style of Leadership

- You tend towards perfectionism.
- You do not delegate enough and are inclined to do things yourself. When you delegate you do not clarify the tasks enough.
- In stress situations you have a tendency towards an authoritative and controlling style of leadership.
- You tend to avoid conflicts.
- You put your vision above everything else, without taking into account the individual steps and difficulties on the way to achieving your goal.
- You are in danger of making wrong conclusions if you have not had first-hand experience of something. It would be ideal if you can accept feedback from your teammates to achieve a good balance of leading and letting yourself be led.
- Sometimes you are too indulgent. Due to this it can happen that you treat players differently although the problematic situation is the same.

7. Your Style of Communication

- You need intensive, competent and personal conversations at eye level.
- You communicate on the relationship level first, and then on the factual level.
- You prefer a natural use of language in your conversations.
- You prefer giving lectures on your visions and ideas than writing an essay on them. It can happen that your lectures develop into a large and soaring speech. You tend to embellish ideas and experiences in your conversations.
- You like inspiring, positively motivating and effusive phrases such as: ' you can do it if you really want to.' 'It's nice that you're here.' 'What are you interested in?' and 'what's your favourite position?'.- You do not need a lot of detail to understand the tactics because you prefer to play intuitively (to play without constraints.)
- You like having conversations with competent and interesting people, due to doing this you understand more about yourself.
- Your style of communicating is reserved, you do not directly communicate relations and structures that you have understood but think about them again first. Only if the situation is favourable do you start a dialogue.
- You sometimes need an impetus from your teammates to get out of your pondering and analysing.
- You communicate unpleasant truths in a reserved manner so that others can accept these.

8. Your Potential for Mental and Emotional Development (advice)

- Try to take heed not to be too rigid and tense, try to be more easygoing. Your strength lies in your intuition and not in your attention to details.
- Present your ideas in a conceptual draft more often. Try to assert yourself and fight for your visions without becoming too tense or too idealistic.
- Talk with your coach and your teammates about the realistic benefits and ways to implement your concepts and visions.
- Give and take feedback more often.
- Try to be more productive when dealing with conflicts. Express your criticism clearly and directly. Abandon your caution and speak about the things that occupy you, but remember to respect other peoples' limits.
- Accept the positive sides of conflicts and try to accept criticism and arguments as things that can bring you further. Address conflicts yourself as well. You can straighten out your relationships by doing this.
- Take a leadership role (aim: team development)
- Do not mix up reality and your fantasies. You can see your visionary goals so clearly that you do not regard obstacles and warnings.
- Reassess your intuitions and get feedback on them from experts and people you trust.
- Set yourself priorities and concentrate on these. Try also to make sure you do not disregard other necessities.
- Try to proceed in a more structured and dedicated manner. You can optimise your results in games if you prepare yourself and proceed more objectively.
- Be true to yourself, pay attention not to want to make it right for everyone too much. Do not be too indulgent and helpful.
- Being at ease is your main focus if you want to increase your confidence, your well-being and contentment. Take heed of your intuition, it will lead you the right way.
- Painful emotions can help you as well. If you cannot solve the next obstacle due to them then reflecting on them will help you solve the next problem.
- Look for proof for your ideas and notions. If you find proof concentrate on your notions again. If you get into details too much your well-being will suffer.

- Look for profitable, realistic and meaningful inspiration (what life has to offer). Use your good sense of imagination.
- In a quiet team climate you can show excellent performance. Although you like being in a community you also need to be able to work on your own. Withdraw yourself if things get too noisy in your team. Use these calm phases to come back strengthened.
- Even if you have the urge to dismantle plays or daily problems into their smallest components and to ponder or discuss these you have better abilities in perceiving your environment in a holistic way. Try to apprehend problems with your (subconscious) intuition and then solve these with your wide sense of (subconscious) attentiveness.
- Try to be careful not to exaggerate your opinions in an obtrusive manner.
- If you do not learn to rely on your spontaneity and insight you will get more and more anxious and search for alleged securities.
- You are an independent freethinker. Do not identify yourself too much with your team - this is not good for you. You have to stay active and not be too focussed on finding possible answers in your environment.
- Try to get out of pondering things and into action.

9. How You and Your Coach Can Successfully Work Together

- You need intensive, competent and personal conversations at eye level with your coach. The coach has to give you the feeling that the right method has been chosen from the wealth of methods and tactics available. You want to trust him or her and be shown how you can improve your intuition and act on your creativity on the playing field. Otherwise a rivalry can ensue in which it is only about who is right and who wrong.
- You have a high skill for tactics. An AP1 type likes a visionary and also organised tactical system.
- The coach has to place trust in your potential for you to be confident on the playing field.
- You enjoy learning new aspects of yourself. You like learning new things and apply a lot of energy if you are enthusiastic about the educational objective.
- Criticism should always be combined with an appreciation of your person in the same manner as you show appreciation when you criticise others. You like being praised.
- Authentic behaviour is a very important factor to you.
- You think it is important for the coach to develop and coach the team towards more quality. The coach should also support the team harmony and take notice of visions.
- The coach should let you have liberties and give you space.
- You want to be responsible for your training.
- The coach can lead stimulating conversations with you.