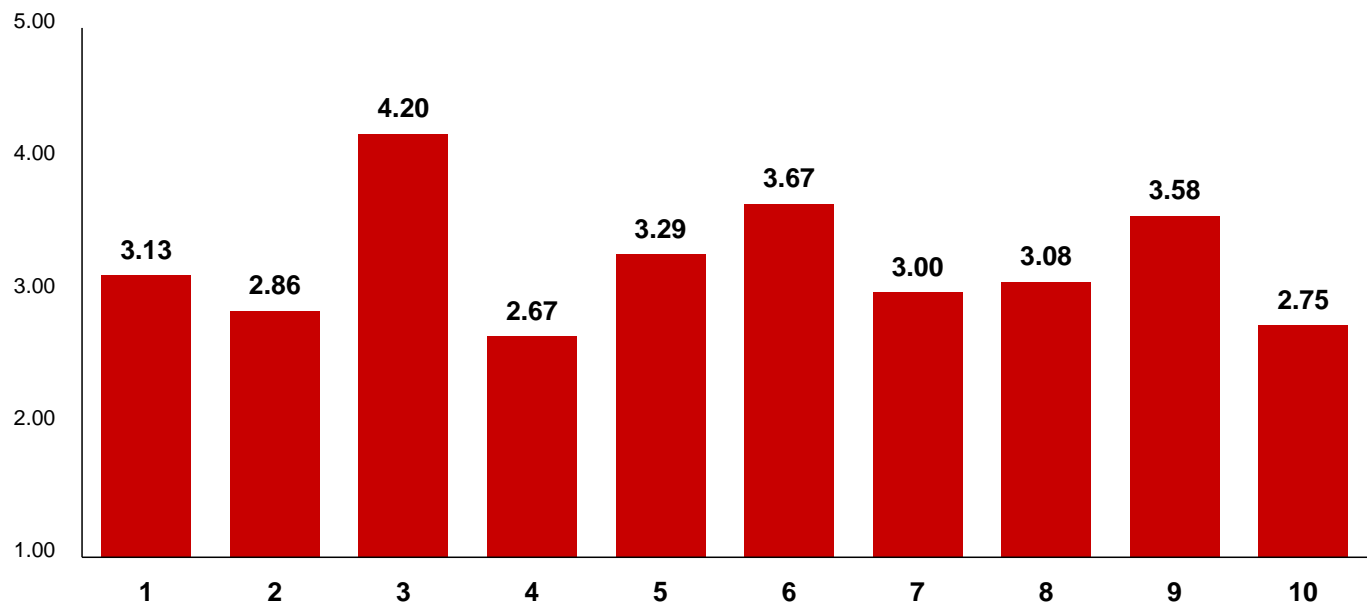


Success Factors Scale® – Athletic Edition

Scores for Jim Smith

High Range: 3.50 – 5.00



1 — Cohesiveness 2 — Competitiveness 3 — Confidence 4 — Coping with Pressure 5 — Injury Rehabilitation
6 — Integrity 7 — Leadership 8 — Maturity 9 — Mental Toughness 10 — Motivation

Category Descriptions

Cohesiveness

Your Score: 3.13 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

You are the consummate team player. Being a teammate and being a part of a team are very important to you. You make it a priority to get along with all your teammates. You consider yourself a loyal person, and you consider loyalty to be an important trait when choosing friends. You feel strongly about enforcing team rules, and you are supportive of your coach when he/she must discipline a teammate for violation of a team policy. You seem to enjoy spending time with teammates in the off-season, and are more likely to fulfill off-season workout obligations. If injured, you will continue to support and contribute toward the success of your teammates and coaches in any way you can.

SFS Interpretation: Mid Range [2.00 – 3.49]

You seem content to be a part of a team, enjoy wearing a uniform, and receiving accolades from family, friends, and fans. You get along with most of your teammates, but you usually don't take the first step to make new friends. You seem to reserve loyalty to only a few teammates, but expect loyalty from everyone. You believe team rules are important, but will consider breaking them under certain circumstances. You generally like your coaches, and believe they usually act in the best interest of the team when discipline must be enforced. You are less likely to work hard in the off-season to fulfill team workout obligations. If injured, you will continue to support the team and coaches, and you expect them to support your efforts to return to the team after rehabilitation.

SFS Interpretation: Low Range [1.00 – 1.99]

Your concept of being a team player tends to be more self-centered. You seem more cliquish, preferring to associate with one or two teammates while ignoring the rest of the team. Loyalty is not a big issue with you, although you seem to get upset if others you consider friends aren't loyal to you. You don't believe strongly in team rules, instead choosing to follow personal guidelines regarding moral and ethical conduct. You tend to resent disciplinary action taken by a coach when it relates to you or one of your friends if team policy has been compromised. You are highly unlikely to fulfill off-season workout obligations to the team. If injured, you seem more likely to alienate yourself from the team physically and emotionally, preferring to wallow in self-pity during rehabilitation. In the off-season, you prefer minimal contact with teammates and coaches.

Competitiveness

Your Score: 2.86 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

You are passionate about winning, and you hate to lose. You seem to enjoy turning many things into a contest to win. For example, when a traffic light turns from red to green, you seem more likely to floor the accelerator to beat the other car off the line. You feel you will do anything to win, even to occasionally use profanity to intimidate an opponent. You seem to believe that winning is the most important part of competition, and you seem to consider yourself the toughest competitor on the field. Your mantra seems to be “I’ll do whatever it takes to win.”

SFS Interpretation: Mid Range [2.00 – 3.49]

You consider yourself a highly competitive person. You seem to want to be the best, and you seem to want to win as badly as your opponent. However, you seem to more easily accept a loss if you believe you played as hard as you could and the opponent was just better that day. You frown upon using intimidation methods, such as cursing or “staring down” an opponent, preferring to play hard and within the rules. Depending upon your mood at the time, you may assist an opponent to their feet after a fall or play, considering sportsmanship an important part of competition. You want to be known as a tough competitor, but would seem to feel a little guilty with a “win-at-all-costs” mentality.

SFS Interpretation: Low Range [1.00 – 1.99]

You are not competitive by nature. You rarely play to win, and compete mostly for enjoyment. You consider any form of intimidation during games to be highly unsportsmanlike, with the perpetrator being ejected from the game as an acceptable form of punishment. Competition should not be taken so seriously, you seem to believe. “Just have fun and do your best” would seem to be your mantra regarding competition in any form. You would seem to be highly unlikely to perform well in a competitive environment.

Confidence

Your Score: 4.20 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

Your level of self-confidence and self-esteem seem very high at this time. You have much confidence in your abilities, and feel you can accomplish any goal when you put your mind into it. Nothing seems to negatively affect your confidence level, even when things aren't going your way. You seem highly unlikely to use steroids or drugs to enhance your performance in order to build self-confidence. You believe that successful people possess high levels of self-confidence, and without self-confidence, you believe it will be difficult to succeed in life. Self-confidence is one of the main keys to success in your mind.

SFS Interpretation: Mid Range [2.00 – 3.49]

You seem to feel confident in most things you endeavor in, but a nagging doubt often surfaces into your thinking if things turn badly against you. You generally seem to feel good about yourself, but occasional negative comments of others directed at you or your work tend to diminish your level of self-confidence. You seem to try your best to be positive most of the time, but a sudden turn of events may shatter your confidence in your abilities. Steroid or drug use to enhance your performance in order to build self-confidence seems an unlikely option to you. Negative self-talk can occasionally creep into your mindset.

SFS Interpretation: Low Range [1.00 – 1.99]

Your confidence level has taken a major hit. It is a constant challenge to maintain your level of confidence when adversity strikes. You seem emotionally fragile when put into a highly competitive environment. At times, you may believe that steroid and/or drug use to enhance performance in order to build self-confidence seems a viable option to you. Negative self-talk seems normal to you, and you seem likely to experience long-term repercussions when your confidence is shaken. You don't seem to take joy in little accomplishments when trying to build self-confidence. A more positive mindset is required to escape this mental dungeon.

Coping with Pressure

Your Score: 2.67 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

Your score seems to indicate that you work well in pressure situations. In fact, you thrive on the challenge that pressure situations put you in. Your level of self-confidence does not diminish during pressure conditions; it actually seems to be strengthened by the experience. You seem to handle multiple tasks favorably, and deadlines do not seem to intimidate you. If you are asked to perform a difficult task, you expect to succeed. You seem to be a risk taker, eagerly addressing a new challenge even if there is a good possibility that you may fail. You seem to feel strongly that you can handle any kind of pressure situation you may encounter.

SFS Interpretation: Mid Range [2.00 – 3.49]

Pressure situations can negatively affect you. You may seem to believe you can handle pressure conditions effectively, but the fact is that your performance level can decrease when you experience certain forms of pressure. Deadlines may intimidate you. You seem to shy away from taking risks, justifying your inaction with an excuse that avoiding risks will eliminate your chances of public humiliation. You seem to consistently avoid multiple tasks, mainly because you feel you lose self-confidence and your self-esteem is affected when you fail at a task.

SFS Interpretation: Low Range [1.00 – 1.99]

Pressure situations seem to petrify you. A competitive work environment may cause nausea. You seem more likely to avoid all conditions that may lead to experiencing a feeling of pressure. You seem hostile toward deadlines. Risk taking seems out of the question. Multiple tasks seem to frustrate you. You take pride in creative excuse-making. You seem to have a self-fulfilling prophecy to fail. You seem to believe that avoiding all challenges in your life should keep you away from pressure. Medication may be a likely option to help you cope with pressures in your life.

Injury Rehabilitation

Your Score: 3.29 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

You seem to be a doctor's delight when rehabilitating an injury. You seem to encompass the mindset of a person who will not allow the presence of injury to negatively affect your life. You will accept the challenges posed by the rehabilitation process. You expect to cooperate fully with your rehabilitation team. You seem willing to ask questions regarding your injury, wanting to know as much as possible. You seem to believe that goal setting is an important aspect in the rehab process. You seem to understand that the risks of treatment may delay a speedy recovery. You will adamantly follow the timetable for your recovery, even striving to beat the deadlines. You seem eager to apply the use of mental imagery to assist in the rehabilitation process.

SFS Interpretation: Mid Range [2.00 – 3.49]

You seem to resent any kind of injury; therefore, the rehabilitation process may be a major challenge to you. Because of a somewhat negative approach to rehabilitation, you may feel it unnecessary to ask the important questions regarding the nature and extent of your injury. Setting and accomplishing goals may cause strain. Lack of steady progress may cause you to abandon hope of speedy recovery. You seem to have little confidence in mental imagery as a rehabilitation technique. Finally, there may be a strong likelihood that your recovery time from injury may be extensive unless you change your attitude toward injury rehabilitation.

SFS Interpretation: Low Range [1.00 – 1.99]

You hate being injured, and you hate the challenge of injury rehabilitation. You are more likely to cause strain between yourself and your rehabilitation team. You may challenge doctor's orders and recovery timetables. You seem more likely to refuse to set goals, and you believe that mental imagery is a waste of time when rehabbing an injury. You seem to be more likely to demand constant attention from your rehab team members, yet will do your best to crush their enthusiasm with mean-spirited remarks. A speedy recovery seems highly unlikely, and occurrence of future injury may be a strong possibility because of your poor work ethic and attitude toward injury rehabilitation.

Integrity

Your Score: 3.67 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

Your score seems to indicate that you consider integrity to be a very important personal characteristic for success. You believe honesty is the best policy, and you believe others consider you an honest person. Being trustworthy seems to be very important to you. As an example, if you were playing in a competition self-regulated by you and an opponent (i.e., a tennis match), it seems highly likely you would be truthful regarding line calls throughout the match. You seem to feel that it is important to keep the promises you make. If you make a commitment, you seem to feel it is your duty to live up to your promises. You strongly value your reputation as a person of high integrity.

SFS Interpretation: Mid Range [2.00 – 3.49]

The concept of integrity has some significance for you, but you don't seem to think much about it. You seem to rarely ask yourself if you believe others consider you an honest person. You generally seem to believe it is important to act truthfully with others. If you make a commitment, you seem likely to follow through with it most of the time. However, if certain conditions prevail, you may renege on your promises. Being a person of high integrity would seem to be an idealistic goal to you.

SFS Interpretation: Low Range [1.00 – 1.99]

It would seem that integrity is not a big issue with you. You don't consider yourself a bad person, but it seems there are times when you are not as honest as possible in your dealing with others. You don't seem to consider trustworthiness an important trait in a friend. It seems highly unlikely you would try to persuade a friend to return a shoplifted item. You make promises, but it seems like you don't feel guilty breaking them. If you do make a commitment, it seems you can manufacture extenuating circumstances to free yourself of the commitment. Others may consider you unreliable and untrustworthy.

Leadership

Your Score: 3.00 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

You seem to exhibit the traits of a strong leader. You seem to believe that your word is your bond, and you consider yourself a leader by example. You can accept the opinions of others, and you seem to work well with authority figures. You seem very comfortable in paying compliments to others, and you believe your associates respect you. You seem willing to take a risk in order to be successful, and you seem to feel strongly about accepting responsibility for your actions. You seem able to stand for what you consider to be right, rather than what may be the popular decision. If you say you will do something for someone, it seems highly likely you will accomplish the task. You seem to enjoy being a leader among your peers.

SFS Interpretation: Mid Range [2.00 – 3.49]

You seem capable of demonstrating some leadership abilities, but it seems you would rather stay in the background and not be noticed. Accepting other's opinions contrary to your beliefs seems difficult for you. You rarely pay compliments to others, feeling somewhat embarrassed by the situation. You seem to believe it is important to accept responsibility for one's actions, but you also seem able to wriggle yourself from previous commitments. You seem to rarely consider taking a risk, preferring to eliminate any possibility of failure. You seem more likely to jump on the bandwagon of popular beliefs regarding critical social issues. It seems unlikely you would be chosen for any kind of leadership position.

SFS Interpretation: Low Range [1.00 – 1.99]

It seems the concept of leadership holds little importance to you. Your personality lends itself better to following than leading. You don't seem to consider other's opinions if they are not similar to yours. You tend to jump aboard the bandwagon of popular belief on issues. You seem to feel that your word on something is somewhat meaningful, yet frequently it seems you don't accept responsibility for your actions. You seem uncomfortable giving or receiving compliments. It seems that taking risks is not in your nature, and respect from others seems not to be very high on your list of priorities.

Maturity

Your Score: 3.08 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

You seem to display the classic characteristics of a mature individual. You seem to accept responsibility for your actions, and you don't seem to blame others or unlikely occurrences for your lack of performance or success. You seem to consider yourself an emotionally mature person, and you seem to be aware of your emotions when interacting with others. You believe others consider you an intellectually mature person. You seem to believe that listening is an important part of the learning process, and you think you learn something new every day, on and off the field. It seems you believe strongly that learning new things is a part of growing, and that when you stop learning, you stop growing as an individual. You seem to consider yourself even-tempered, and seem to seldom express exaggerated or extreme emotions. You are more likely to accept constructive criticism from a coach or teammate without responding with an excuse, and you want others to feel they can depend on you. You also seem to believe learning from mistakes is a natural part of the maturation process.

SFS Interpretation: Mid Range [2.00 – 3.49]

You seem to consider yourself a mature person, but others in authority may think otherwise. You may act irresponsibly at times, and you seem to feel comfortable making excuses for poor performance and when criticized by others. You seem to act on impulse often, and displaying extreme or exaggerated emotions seems natural to you. You don't seem to be a good listener, and exploring opportunities to learn new things don't seem to interest you. You don't seem to learn from your mistakes, which can cause frustration among your family, friends, coaches, and teammates.

SFS Interpretation: Low Range [1.00 – 1.99]

Your level of maturity needs improvement. You don't seem to be emotionally mature, frequently losing your temper and expressing extreme or exaggerated emotions when interacting with others. You seem highly likely to offer excuses and point fingers for mistakes, poor performance, or criticism from others. You seem to dislike the learning process, thus harming your ability to mature intellectually. You don't seem to be dependable, and you seem to have difficulty keeping your mind focused on the task at hand. Your communication skills seem weak, and you seldom will seek help or clarification if you don't understand a concept.

Mental Toughness

Your Score: 3.58 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

The mentally tough individual will flourish in all environments, and your score seems to indicate that you possess the traits of a mentally tough person. You seem able to remain calm and under control during hectic conditions. It seems you may draw compliments from others who seem impressed by your relaxed demeanor during pressure situations. You seem to take pride in controlling your emotions during high-pressure circumstances. You seem disciplined, and feel confident in walking away from a verbal taunt or physical push from an opponent without retaliating. It seems your self-talk remains positive under pressure conditions, and you seem to take pride in playing through pain. Your focus during competition seems exceptional as you seem able to quickly analyze a complex situation, such as how a play is developing on the field. You seem to react positively to change. When a coach suggests a new strategy, style, technique, or position, it seems highly likely you will follow instructions closely even if the situation feels strange or uncomfortable at first. You seem to thrive on your ability to accept new challenges, and your attitude seems to remain focused and positive during times of adversity in your life. Mental imagery would seem to be a performance enhancement technique you would utilize often.

SFS Interpretation: Mid Range [2.00 – 3.49]

You seem to display inconsistency regarding mental toughness traits. You seem to react well to some pressure situations, while other specific pressure conditions negatively affect you. Verbal taunts and physical shoves from opponents of specific teams may cause you to retaliate. You seem to have a low threshold for pain. Your focus may be distracted occasionally, and some strategies by opponents may momentarily confuse you. Negative self-talk may flood your mindset when adversity strikes. You don't seem to react well to change under certain circumstances. Your coaches and teammates would like to see improvement from you in this area.

SFS Interpretation: Low Range [1.00 – 1.99]

You falter in the trait of mental toughness. Pressure conditions bring out the worst in you. You seem to lack discipline, and you will quickly retaliate when an opponent verbally taunts or pushes you. You seem to lose focus consistently, and you seem to be easily distracted. You do not seem to react well to change. Your self-talk seems to become negative when things aren't going your way. Your undisciplined actions, lack of focus, negative self-talk, and inability to control your emotions seems to cause resentment among your teammates, and consternation among your coaches. The lack of mental toughness may cause you to dismiss many opportunities in life that can be a source of great happiness for you.

Motivation

Your Score: 2.75 Target Range: 1.00 – 5.00

SFS Interpretation: High Range [3.50 – 5.00]

Research indicates that the correlation between motivation and success is high. Your score seems to indicate that you believe motivation is very important to achieve success. It is critical that you consider yourself a highly motivated person. Your work ethic seems strong, and you seem to have a willingness and desire to learn from others. You seem to feel that it is important to work hard to achieve your goals, and you seem to indicate that you believe that successful people possess a strong work ethic. You seem to consider yourself a hard worker in all aspects of your life. You seem driven to succeed, and you believe that hard work, and not luck, gains results. No one is going to outwork you, or cause you to fall short in meeting your goals.

SFS Interpretation: Mid Range [2.00 – 3.49]

Your motivation seems to lack consistency. You seem to consider yourself mildly motivated at best. Some projects seem to excite you more than others. Occasionally, you think it's better to be lucky than to work hard to accomplish a goal. You don't seem driven to succeed, and you don't seem to consider yourself a hard worker in many facets of your life. A change in attitude could pay big dividends for you.

SFS Interpretation: Low Range [1.00 – 1.99]

Your score seems to indicate that you lack the motivation to reach the level of success you desire. You don't seem to consider yourself a highly motivated person. You tend to believe luck, and not hard work, can get you results. You seem to want to be successful, but are unwilling to do the work necessary to accomplish it. It seems your work ethic is inconsistent, and you seem to lack drive. You seem to set few goals in life, and you believe successful people do not have to possess a strong work ethic. You seem content to live life as uneventfully as possible.

History of the Development of The Success Factors Scales® – Athletics Edition

What is success, and how does a person obtain it? Do successful people possess certain traits, and if so, what are they? The literature regarding success and how to get it often can be found in the “self-help” genre. There is much anecdotal evidence, but very little empirical data on the subject.

One unique, but untapped, field of study within the science of success is the area of college athletic recruitment. What are the traits of student-athletes that college coaches seek when recruiting to their schools? Bigger, faster, and stronger are the physical characteristics all coaches seek. But what intellectual, emotional, and psychological factors do college coaches seek in their recruits? A scientific study to identify the success traits of student-athletes desired by college recruiters was justified.

A review of the literature and discussions with college coaches commenced regarding the identification of success factors when recruiting a student-athlete. These traits were identified as important when developing a psychological profile of the recruit: emotional maturity; intellectual maturity; motivation/drive/work ethic; confidence level/self-confidence; coping with pressure; cohesiveness/working with others; leadership abilities; mental toughness; concentration/focus; conscientiousness/responsibility/ethics/highly-principled; coachable/teachable; recovery from injury/injury rehabilitation qualities; aggressiveness/assertiveness; guilt-proneness/feelings of guilt; emotional control/self-control/self-discipline; fear of failure; passion; excitability; gamesmanship/highly competitive; communication skills; commitment; integrity; honesty; loyalty; and trust.

An item bank to measure the 25 identified traits was developed by the researcher. A panel of experts judged each item for gender, racial, and cultural bias. The panel consisted of a former female college coach and compliance officer at an NCAA Division I school; a former male college athlete and the director of small business administration for a local Chamber of Commerce; a male director of undergraduate admissions at an NCAA Division III school; and a female Dean of Students at an NCAA Division II school. The panel also had the opportunity to amend each statement and to write new items for each category. At the conclusion of the initial development stage, 216 items were created to measure the strengths of the 25 success traits.

The 216-item instrument was pilot-tested with a group of 70 (M=38; F=32) high school baseball and softball players, with a target reliability level of .70. Preliminary results indicated that the reliability levels for the items testing guilt-proneness ($r=.38$), trust ($r=.33$), and conscientiousness ($r=.48$) were unacceptably low. Therefore, the items representing these three categories were eliminated from future study. In addition, items that performed poorly, based on statistics examining the distribution of responses, contribution to the overall reliability, and the underlying factor structure, were deleted or re-worded.

At this point, the remaining 131 items and the remaining traits were re-examined. It became apparent that some traits could be consolidated and/or re-conceptualized. This revision resulted in 13 trait categories: cohesiveness, competitiveness, confidence, coping with pressure, injury recovery, integrity, leadership, maturity, motivation, mental toughness, concentration, aggressiveness, and communication.

This resulting 131-item instrument was administered nationally to 2286 (M=1284; F=1002) high school student-athletes with a mean age of 15.55 years. This group represented nine sports (baseball, boys basketball, girls basketball, football, boys soccer, girls soccer, softball, volleyball, wrestling), and eight geographic regions of the country (Northwest, West, Southwest, Midwest, Mideast, Southeast, East, Northeast).

Analyses, including Cronbach's alpha and exploratory factor analysis with principal axis factoring and varimax rotation, revealed 10 traits containing 82 items with acceptable statistical properties. The accepted traits were mental toughness ($r=.7760$), leadership ($r=.7706$), motivation ($r=.7513$), competitiveness ($r=.7449$), cohesiveness ($r=.7381$), injury recovery ($r=.7293$), maturity ($r=.7200$), integrity ($r=.7197$), coping with pressure ($r=.7156$), and confidence ($r=.6422$). Communication, aggressiveness, and concentration were statistically eliminated.

The traits, collectively, were named the Success Factors Scales® to identify the 10 most desirable psychological traits that college recruiters seek from student-athletes during the recruiting process. The scales will give recruiters important data on the psychological make-up of the recruit. When combined with the physical characteristics of the student-athlete, academic grades, counselor, coach, and teacher recommendations, and SAT/ACT test scores, the college coach will be able to make a more informed decision on the recruitability factor of the player. The name was extended to Success Factors Scales®-Athletics Edition when a Corporate Edition of the assessment was created.

Testimonial

If you feel comfortable writing a testimonial for The Success Factors Scales® – Athletics Edition, [click here](https://www.successfactorscales.com/testimonial) or visit <https://www.successfactorscales.com/testimonial>