

Talent

UNLOCKED

COACHPOP™ COACH MINDSET PROFILE

The mind behind the coaching.

The Quiet Architect

COACH

Sample Coach

DATE COMPLETED

13 July 2026

Stronger Minds. Stronger Athletes.

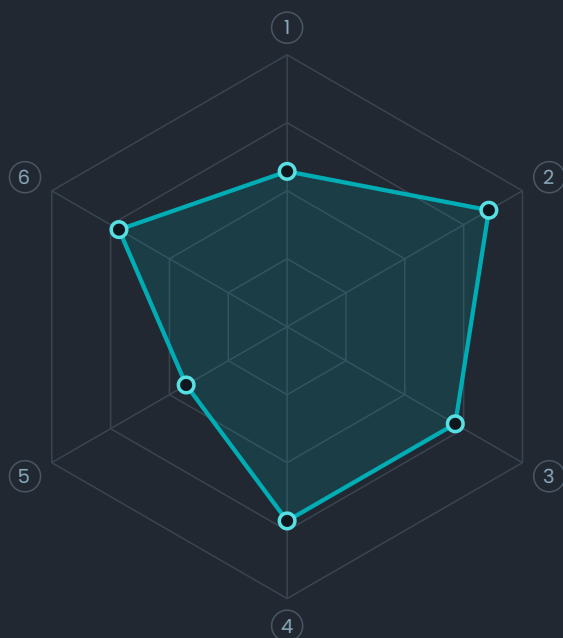
YOUR PROFILE

You coach with the session already built. Structure, preparation and a clear picture of where each athlete is heading are your natural language, and your athletes inherit that focus without you ever demanding it. You back yourself, you love the craft of teaching, and you feel the work matters. The growth edge is just as clear: the honest conversation you'd rather schedule than start, and the praise you think but don't always say. Both are skills, both are trainable, and both would multiply everything the plan already gives you. This is where to start.

YOUR SKILL-BUILDER FINGERPRINT

Six skills you build in your athletes.

Athletes grow the six core mental performance skills inside the environment their coach creates. This is your fingerprint as that environment: how naturally you develop each skill in the athletes you coach, right now. The further out, the more it's already working, and every one of these is coachable in you, too.



1 Confidence & Self-Belief 4/7

2 Focus & Attention 6/7

3 Emotional Regulation 5/7

4 Resilience 5/7

5 Courage Under Pressure 3/7

6 Motivation & Identity 5/7

How you grow each skill

Confidence & Self-Belief

4/7

You notice what athletes do well and you invest in their growth, but your instinct is to save feedback for when it's needed. Athletes build belief from evidence they can hear. Say more of what you already see, and this score climbs fast.

Focus & Attention

6/7

A real standout. Plans, routines and one clear intention per drill are your native language, and athletes learn focus from exactly that scaffolding. Keep publishing the structure: it is doing more work than you know.

Emotional Regulation

5/7

You stay composed and you think before you react, and that steadiness sets the emotional temperature of every session. The next layer is narrating it, so athletes learn the skill and not just the mood.

Resilience

5/7

Your standards are clear and your athletes always know what the work asks of them. Pair that structure with honest, timely feedback after setbacks and you hand athletes the full recipe: the truth about what happened, and a way back.

Courage Under Pressure

3/7

You prefer solving tension to sitting in it, so the hard conversation tends to wait for the right moment. This is your highest-value area to grow: athletes learn courage from watching you do the uncomfortable thing early and calmly.

Motivation & Identity

5/7

You value the craft, you measure progress in mastery, and your own fuel is steady. Your progress plans show athletes the ladder they are climbing, and a visible ladder is one of the most reliable motivation tools in sport.

How you're wired

These are dispositional traits. There is no "good" or "bad" end. Where you sit simply tells you how you coach best. Two great coaches can succeed from opposite ends of every one of these.

Coaching Process

Proactive planner Adaptive in the moment

You arrive with the session designed and the season mapped. That structure is a gift to your athletes. The stretch is staying loose on the days sport refuses to follow the script.

Leadership

Autocratic Team member

Consultative with a clear owner. You ask for input, weigh it properly, and keep the final call, so athletes feel heard while the direction stays steady.

Social Orientation

Reserved Outgoing

Measured, and warm one on one rather than loud in the room. Quieter athletes often do their best work with a coach wired exactly like you.

Decision-Making

Quick / decisive Methodical

You gather the information before you commit, and your calls hold up because of it. The big moments will sometimes ask you to decide at eighty percent.

Coaching Style

Performance-centred Athlete-centred

You put the athlete's development at the centre and shape the work around the person. The standards stay high. They are simply built around the individual in front of you.

Comfort With Conflict

Avoids tension Thrives in tension

You'd rather resolve tension than sit in it, and your calm stops most conflict from ever igniting. The one to watch is the conversation that waits too long.

Approach to Learning

Learns essentials Deep analyst

A deep analyst. You study the craft, you love the why, and your sessions carry more design than most. Match the depth to the athlete in front of you.

Feedback Style

Only if necessary Enjoys feedback

You give feedback when it's needed rather than by habit, so it lands with real weight when you do. There is room to spend it more freely.

Your attitudes: the inner game

These four sit on their own scale and most have no right answer. They are about where you are right now, not ability.

Self-Belief as a Coach *a clear strength*

Others hold the controls It's in my hands

You back your coaching and you see outcomes as substantially in your hands. That sense of ownership is the engine behind everything else in this report.

Commitment Standard *ready to grow*

Hesitant to ask Asks & holds

You ask athletes for commitment and mostly hold them to it. When holding the line means friction, the standard can soften. That is the same muscle as Unlock 1.

Coping With the Load *worth protecting*

Stretched thin Handling it well

You're carrying a real load and managing it, though the reserve tank isn't full. Build recovery into the program the way you build everything else: on purpose.

How Coaching Is Valued *no good/bad direction*

Feels undervalued Feels respected

You feel coaching is respected and worth a career. That settled sense of value keeps your motivation steady through the flat patches every season brings.

The inner game runs both ways: the same skills you build in athletes, belief, regulation and motivation, are yours to train as a coach.

PART ONE

Your superpowers

These are working for you already. Know them, use them, build on them.

1

The plan does the heavy lifting

Your sessions arrive designed: phases, progressions, one intention per drill. That structure is where athlete focus comes from, and it buys you calm on the days sport turns chaotic. Most coaches spend decades building this. You do it by instinct.

TRY THIS

Open every session by saying the intention out loud in one line. The plan works even harder once the athletes can see it.

2

You teach the why

You study the craft deeply and you can explain the reason behind every change. Athletes who understand the why commit faster and hold the change under pressure. That same love of learning keeps you improving long after many coaches plateau.

TRY THIS

Dose the depth. Give the full why to the athletes who want it, and one plain sentence to the ones who just want the next rep.

3

You own the outcome

You believe results sit substantially in your hands, and you see coaching as work worth a career. That combination keeps your effort steady when results wobble, and a steady coach is contagious in a club.

TRY THIS

After a rough week, tell the group the one controllable thing the program will attack next. Ownership, said out loud, becomes team culture.

PART TWO

Your unlocks

Worked on consistently, these would lift your coaching the most. They are skills, and they grow with practice.

UNLOCK 1

Say the hard thing sooner

Your calm stops most tension from igniting, but some conversations only get harder the longer they wait, and right now the standard can soften when holding it means friction. Courage in a coach is not volume; it is timing. Athletes learn to face discomfort by watching you start the conversation you could have postponed.

FIRST STEP *Pick the one conversation you have been putting off. Open it with one sentence of care and one sentence of standard, this week, not after the next session.*

UNLOCK 2

Spend your feedback

You think more praise than you say. When feedback is rare, athletes read the silence and fill it with doubt, which quietly caps the confidence your coaching should be building. Nothing new is required here, only the habit of saying out loud what you already notice, specifically and while it is fresh.

FIRST STEP *Write two pieces of named, evidence-based praise per athlete into each week's session plan, and tick them off like any other drill.*

UNLOCK 3

Leave room for the moment

Your structure is a superpower, and a plan gripped too tightly can become the day's ceiling. When the state of the session changes, your athletes need to see you adapt without losing the thread. Flexibility built on top of structure is what turns good sessions into responsive ones.

FIRST STEP *Build one open block into every session plan, and decide on the day, from what you see in front of you, how to spend it.*

YOUR PLAN

The next 90 days

Small, consistent reps win, for coaches as much as athletes. Here is where to point them. Start at the top and let it build.

FIRST 30 DAYS

Start the honest reps

- Have the one conversation you have been postponing: one sentence of care, one of standard.
- Write two pieces of named praise per athlete into each week's plan, and deliver them.
- Add one open block to every session plan and spend it on what you see.

DAYS 30 TO 60

Make it hold in tension

- Raise the standard in the moment it slips, not in the review afterwards.
- Script one pressure moment into training each week, with you close and calm.
- Choose one action that restores you and schedule it like a session.

DAYS 60 TO 90

Lead beyond the plan

- Hand one session block to the athletes to run, and coach the courage, not the content.
- Ask two athletes which piece of feedback stuck. Keep what worked.
- Reset the standards and plan the next cycle, open blocks included.

BUILT FOR YOU

Your coaching rhythm

Tuned to how you coach. Run it every session and matchday until it is automatic. It turns your natural strengths into a repeatable process.

1

Publish the intention

One line, out loud, at the start: what today is for. Your plan is the group's focus, but only once they can see it. This is your structure doing its best work.

2

One honest moment

Find the small hard thing each session and say it early and calmly. Little reps of courage, taken daily, stop the big conversations from stockpiling.

3

Narrate the evidence

Before the session ends, say two specific things athletes did well and why they worked. You already noticed them. The saying is the skill.

4

Close the loop, then the gate

Two minutes: what worked, what to adjust, and one thing that restores you before tomorrow. The load stays carryable when recovery is planned like training.

Built to last the distance

Everything so far has been about this season. This page steps back to the whole coaching career: what keeps a structured, thoughtful coach improving, and enjoying it, across years rather than one campaign.

STRENGTH · STRUCTURE THAT COMPOUNDS

Your planning gets more valuable every season

A season of good structure helps this year's athletes. Ten seasons of it become a library: progressions that work, session designs you can hand to other coaches, a program with your fingerprints on it. Structure is the rare coaching asset that compounds.

PROTECT IT *Archive each season plan with three notes: what you would repeat, what you would change, what surprised you. Your future program is in those files.*

STRENGTH · BELIEF THAT OWNS THE RESULT

You hold the controls, and you know it

Coaches who locate results outside themselves drift when seasons turn. You do the opposite: you look for the controllable and get to work. Across a career, that habit is the difference between coaches that seasons happen to and coaches who build through them.

PROTECT IT *After every setback, write down the one controllable thing the program attacks next, before any review of what went wrong.*

STRENGTH · THE WORK FEELS WORTH IT

You believe coaching matters, and that fuel lasts

You feel coaching is respected and valuable, so your motivation does not hang on results or applause. That settled sense of worth is what carries coaches through rebuilding years, thankless stretches and the seasons that refuse to cooperate.

PROTECT IT *Stay connected with coaches who take the craft as seriously as you do. Shared standards keep the meaning topped up.*

ONE TO WATCH · THE POSTPONED CONVERSATION

Watch the list of things left unsaid

For a coach wired for harmony, the career risk is not conflict; it is accumulation. Standards drift one unspoken moment at a time, and the eventual conversation arrives bigger than the one that was avoided. The antidote is small and regular: honest moments, early, in low heat, before anything has a chance to grow.

PROTECT IT *Keep a monthly review with a mentor: what needed saying, what got said, and what is still waiting. Nothing on that list should survive two reviews.*

PART THREE

Coach your athletes like this

The fastest way to turn this profile into better athletes is to point your wiring at the six skills on purpose. One move per skill, and each one plays to how you already coach.

1 · CONFIDENCE & SELF-BELIEF

Schedule the praise

Put two pieces of named praise per athlete into the weekly plan. What gets planned gets said, and said strengths become self-belief.

2 · FOCUS & ATTENTION

Publish the plan

One intention per drill, spoken at the start. Your structure is the best focus training your athletes will ever get, so let them see it.

3 · EMOTIONAL REGULATION

Narrate your calm

You already model composure. Add the words: what you noticed, what you did to reset. Skills that are seen get copied; skills that are explained get learned.

4 · RESILIENCE

Truth with a way back

After a setback, give the honest read early and pair it with the next step in the plan. Standards plus a route forward is how athletes learn to rebound.

5 · COURAGE UNDER PRESSURE

Design the pressure

Use your planning gift to script pressure reps: timed tests, consequences, an audience. Stay close and calm while they take them.

6 · MOTIVATION & IDENTITY

Show them the ladder

Make progress visible: where each athlete was, where they are, and what comes next. Mastery you can see is motivation that does not run out.

FOR YOUR CLUB: HOW TO GET THE BEST FROM THIS COACH

Give this coach ownership of program structure and planning; it is where they create the most value. Back them visibly when a hard call needs making, because felt support brings their honesty forward sooner. And read their quiet accurately: it is focus, not distance, and one on one is where they do their best work.

Talent

UNLOCKED

Your edge is yours to sharpen.

This profile is a snapshot of how you're coaching right now. Not a verdict, and not fixed. Lean into your superpowers, take small steps on your unlocks, and talk the parts that matter most through with a mentor or someone you trust. The athletes get the benefit. So do you.

Stronger Minds. Stronger Athletes.

Built on the Coach POP™ instrument (Selection Testing Consultants International / Self Management Group). The six-skill-builder mapping, 1 to 7 interpretive layer and recommendations are Talent Unlocked's own model, not an SMG-validated crosswalk. Personality is one part of coaching, not all of it. This document is an illustrative sample profile prepared to demonstrate the report format. It does not describe a real coach. © Talent Unlocked.