## ***SELF APPRAISAL***

## ***A document for a bowler to use as a requirement of an overall plan as a motivated bowler for self improvement moving from a capable bowler level (most 4-6 ratings) to an elite level bowler (vast majority 7-10 rating).***

| **Rate yourself by referring to the column on the right that aptly fits you now/ this year** | **Has to improve****Rating 1-3** | **Fair to****Good****Rating 4-6** | **Very good** **- Excellent****Rating 7-10** |
| --- | --- | --- | --- |
| ***TECHNICAL Skill/ competency*** |  |  |  |
| technical delivery skill audit done regularly |  |  |  |
| Draw bowling skill scored -/10 at Maximum length Minimum length |  |  |  |
| Trail jack within mat length skill scored -/10 at Maximum length Minimum length |  |  |  |
| Weighted metre over delivery skill scored -/10 at Maximum length Minimum length |  |  |  |
| Weighted 2m. over delivery skill scored -/10 at Maximum length Minimum length |  |  |  |
| Weighted running/firm delivery skill scored -/10 at Maximum length Minimum length |  |  |  |
| Drive full speed skill scored -/10 at Maximum length Minimum length |  |  |  |
| Jack rolling skill scored -/ 10 at Maximum length Minimum length |  |  |  |
| delivery consistency- either hand-maximum length  |  |  |  |
| delivery consistency- either hand-minimum length  |  |  |  |
| ***TACTICAL Skill*** |  |  |  |
| Tactics & decision making skill rates |  |  |  |
| when team **skip** (fours) decision making is Prompt, purposeful aware of playable (winning)hand aware of winning playing length aware of technical ability of all players  aware of delivery preferences of each player Use team members delivery skills Conscious of agreed team game plan  Always applies that game plan  Taking opportunities when presented Aware of options for deliveries 4-6 in 4s team Awareness that expectations excessive today mat knowledge for various deliveries |  |  |  |
| ***MENTAL Skill***  |  |  |  |
| Mental skill/ toughness rates |  |  |  |
| Pre delivery routine, as a constant fundamental ritual |  |  |  |
| Situation awareness in competition |  |  |  |
| Composure under pressure in competition  |  |  |  |
| Ability to cope with  Losing scoreboard distractions anxiety anger luck (perceived as bad) poor form- yours/ours |  |  |  |
| under pressure in competition can Keep a level of positivity Retain confidence Maintain competitive energy for the team Concentration factor TCUP- thinking carefully under pressure Thinking hard rather than hardly thinking |  |  |  |
| ***SENSORY Skill*** |  |  |  |
| Sensory awareness in competition |  |  |  |
| In competition knows My delivery action, knows when it is working My delivery action, knows what is not working My team mates delivery action(s) Behaviours of fellow teammates Unsettling behaviour from opposition Using teammates senses/ awareness to add input |  |  |  |
| ***TEAM Skills*** |  |  |  |
| Team skills & team spirit rates  |  |  |  |
| Team membership, you as part of the team:  How responsible are you to your role What level is your focus during game how supportive are you to each player how honest are you with fellow members team training attendance is satisfactory team training application is satisfactory asserting yourself to improve the team mindset are you an energizer (a sapper rates lowly) do you accept & apply your role in team game plan do you train specifically for your team role are you a team first, member |  |  |  |
| ***COMMUNICATION Skill***  |  |  |  |
| My Communication skill rates |  |  |  |
| Communication skill is part of my season training |  |  |  |
| when you skip you are clear & precise with instructions  positive, audible supportive verbally supportive with the body language |  |  |  |
| in teams when you are not the skip, you are listening to instructions accepting instructions in full trust supportive verbally supportive with the body language |  |  |  |
| ***ATTITUDINAL attributes/ skills*** |  |  |  |
| My motivation level  |  |  |  |
| My Commitment level |  |  |  |
| My leadership in teams as a level |  |  |  |
|  Annual schedule kept of priority events can state my bowls strengths know what I need to do to improve Documented my goals Documented a process to achieve the goals Have a coach to extend my skills Relish the challenge to improve BAT, best participant at team training sessions |  |  |  |
|  Willingness to learn, even to change Doing this self appraisal form annually Improve rating on every skill statement Train privately, or with coach, 3 times a week Training done with intensity  training session has a purpose training with the team as scheduled have my own monthly structured training schedule Annual plan of training & competition Goals monitored at least annually Document a season performance report |  |  |  |
|  Am intolerant of team mediocrity at training Cannot accept any standards Cannot accept poor behavior from team mates Am seen as a role model team member Do accept mistakes will occur |  |  |  |
| ***FITNESS Skill***  |  |  |  |
|  Exercise/ walks 3-5 times weekly has healthy, balanced weekly diet keeps alcohol drinking in moderation physical warm up/toning pre event has a regular balanced sleep pattern non smoker |  |  |  |
| ***COMPETITION performance summarised*** |  |  |  |
|  Statistically record my game performance  Rate my personal performances detail notes of my personal debrief honest about my own performance team holds debrief meetings team details the debrief how well do you discuss debriefs in teams how honest are you with your team mates follows a pre game preparation |  |  |  |

**Rating Players** (rate yourself in a column above out of a score of 10 as follows)

9-10 excellent; 7-8 very good; 6 good; 5 average; 4 fair to average; 3 poor; 1-2 ghastly; 0- yuk

ACTION if I was your coach:

rating 0 need immediate consultation to question their/ our desire to continue.

ratings 1-3 need advice, assistance, training and if pattern continues then ejection.

ratings 4-6 need encouragement to strive for the higher scores, avoid mediocrity.

rated 7-10 need to be nurtured as they are the foundation to strive for success.

**The concept of this Self Appraisal template**

is a result of a meeting I was invited to attend with Tennis Australia’s TA Davis Cup & Federation Cup national coaches forum to discuss appraisal of national squad tennis players. I was an elite squash coach in those days and in charge of the sport’s Squash Institute, and TA wanted a racquet sport coach to give input; my contribution to the forum was to say their appraisal was all about the Technical, that they omitted consideration of other skills be it fitness, mental or tactical, even attitudinal (attributes).

A decade later I got into elite bowls coaching and reverted back to that tennis forum experience and set about creating a self appraisal template. In this tabular form, it was first written in 2014, and intends to allow you to reflect honestly (with your coach) on where you are as a bowler, and what you might see doing to reach your level of aspiration in bowls.

 A “what got you here, won’t get you there” attitude.

These past years I have rewritten the template to reflect my current view on elite bowlers needs, borrowing from the 2021 Tokyo Olympics and Nicola McDermott, the Australian female high jumper silver medallist, and her competition ritual as reinforcement of statements within the template.

And in 2023 whilst attending the BNZ coach conference picked up some further ideas to make as statements. And in 2024 coaching BSG and seeing the value of the document to highlight the processes for skill development that assist players in their pursuit of personal bowls goals.

The document will always be a WIP.

Lachlan Tighe, 2024.