## ***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.