

GROUP DEBRIEF

Sample Squad

SportDNA composition for 13 athletes

Prepared for	Sample coach
Athletes assessed	13
Types present	7 of 16
Prepared	October 7, 2026
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Built from the SportDNA Assessment — four psychological pillars, sixteen athletic personality types. Aggregate and individual profiles are performance tools, not clinical assessments.

What this squad is made of

7 of the 16 athletic personality types are present across your 13 assessed athletes. Counts below, then how the squad sits on each of the four pillars.

Archetypes on the squad

The Anchor	ISTC		4
The Purist	ISTA		3
The Playmaker	IORC		2
The Harmonizer	ISRC		1
The Sparkplug	ESRC		1
The Record-Breaker	ESTA		1
The Flow-Seeker	ISRA		1

Group mix

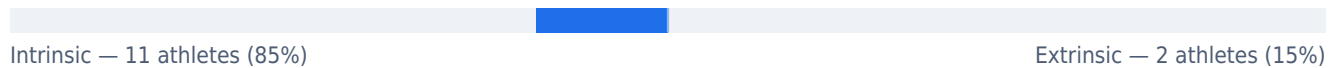
The Crew	46%		6
The Soloists	38%		5
The Maestros	15%		2

Where the squad tilts

Each pillar runs between two poles. The bar shows the squad average — how far the room as a whole sits from the midpoint — and the split underneath shows how many athletes fall on each side.

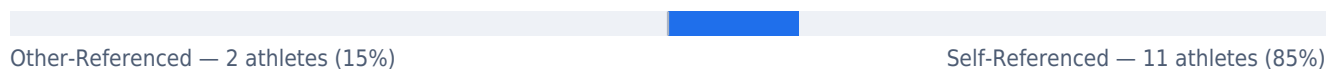
Drive — Intrinsic

Why they compete



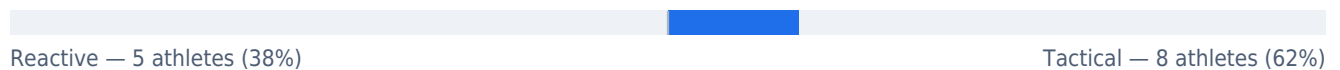
Competitive Style — Self-Referenced

Who they measure against



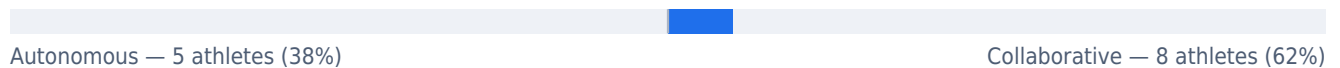
Cognitive Approach — Tactical

How they process the game



Social Style — Collaborative

Where they draw energy



Three coaching notes

The three things this composition says most clearly about coaching this particular room. Each one is drawn from the counts in the previous section — check them against the numbers.

NOTE 1

This squad works for the work, not the reward

11 of 13 athletes sit on the Intrinsic side of Drive. Most of your athletes are intrinsically driven: the satisfaction is in the doing. Public incentives, leaderboards and prize-based motivation will land flat or, worse, read as a reason to suspect the task. Lead with the reason a drill matters and the standard it builds. Where you do use recognition, make it specific to improvement rather than to winning.

NOTE 2

They measure themselves, not each other

11 of 13 athletes sit on the Self-Referenced side of Competitive Style. This squad is self-referenced: their benchmark is their own last performance. Comparison-based motivation ("look where he is") tends to produce withdrawal rather than effort. Give each athlete a private progress marker and a way to see it move. The upside is stability — a self-referenced group does not fracture when one player has a standout season.

NOTE 3

You have no The Combatants

Not one of your 13 athletes falls into The Combatants. Nobody here is wired to relish a direct fight. This squad will be pleasant to coach and may struggle to find an edge against an opponent that brings one. Manufacture the confrontation in training — named matchups, live one-v-ones — rather than assuming it will appear on game day.

Roles and leadership

Leadership shows up in the pillars before it shows up in a vote. Athletes who are other-referenced, collaborative and tactical are wired to organise a group; others lead by the standard they hold, the energy they bring, the people they connect, or the contest they relish. Below, the squad by the way each athlete leads — then who is wired for the captaincy, from their scores.

Standard-setters

Lead by example rather than by voice: the level they hold becomes the floor for everyone else.

Athlete 02 The Purist · ISTA	Leads by craft — the one whose technique others copy. Give them ownership of a skill area and time to teach it.
Athlete 04 The Anchor · ISTC	Leads by example — the level never drops, so it becomes the floor for everyone else. Give them the unglamorous role and public credit for holding it.
Athlete 06 The Purist · ISTA	Leads by craft — the one whose technique others copy. Give them ownership of a skill area and time to teach it.
Athlete 07 The Anchor · ISTC	Leads by example — the level never drops, so it becomes the floor for everyone else. Give them the unglamorous role and public credit for holding it.
Athlete 08 The Anchor · ISTC	Leads by example — the level never drops, so it becomes the floor for everyone else. Give them the unglamorous role and public credit for holding it.
Athlete 09 The Anchor · ISTC	Leads by example — the level never drops, so it becomes the floor for everyone else. Give them the unglamorous role and public credit for holding it.
Athlete 10 The Purist · ISTA	Leads by craft — the one whose technique others copy. Give them ownership of a skill area and time to teach it.
Athlete 12 The Record-Breaker · ESTA	Leads by the numbers — a visible personal record that raises the bar. Give them the measurable targets the group tracks against.

Energisers

Lift the room: extrinsic and collaborative, they set the emotional temperature of a session.

Athlete 03 The Sparkplug · ESRC	Changes the temperature — instant, contagious energy in the moment it is needed. Give them the spark role, not the grind role.
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Connectors

Hold the group together and make others better: collaborative and reactive, they read people in real time.

Athlete 01 The Harmonizer · ISRC	Holds the group together — reads the room and defuses friction before it costs anything. Give them a quiet brief to watch for anyone drifting.
Athlete 05 The Playmaker · IORC	Makes others better — sees the pattern between people and creates for them. Give them the role that runs through everyone else.

Athlete 11
The Playmaker · IORC

Makes others better — sees the pattern between people and creates for them.
[Give them the role that runs through everyone else.](#)

Independents

Lead themselves: self-referenced and autonomous. Not group leaders, and not meant to be — give each a patch they own.

Athlete 13
The Flow-Seeker · ISRA

Leads by absorption — the calm, self-contained performer others settle next to.
[Give them space, and a patch that is theirs outright.](#)

What this group does not have

Organisers. Nobody here is wired to organise the group from inside it. Leadership will not emerge on its own; appoint it, support it, and expect to do more in-game organising yourself.

Competitive edge. Nobody here relishes a direct fight. This squad will be pleasant to coach and may struggle to find an edge against an opponent that brings one.

The captaincy read

No athlete here is a natural organiser by type, so this ranks who is closest by wiring — how far each sits toward other-referenced, collaborative and tactical, from their scores. Whoever you appoint will be doing something that does not come naturally; support them accordingly.

1	Athlete 09 The Anchor	clear organiser wiring	other-ref -2 · collaborative +6 · tactical +9
2	Athlete 08 The Anchor	clear organiser wiring	other-ref -2 · collaborative +9 · tactical +3
3	Athlete 05 The Playmaker	some organiser wiring	other-ref +2 · collaborative +9 · tactical -2

Athlete 01

The Harmonizer · ISRC

The Crew

The group's emotional barometer — reads the room before anyone says anything.

Drive

Intrinsic (slight)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (clear)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Reactive (slight)



Reactive ← How they process the game → Tactical

Social Style

Collaborative (slight)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

They perform for the feel of the session, so protect the atmosphere and their output follows. Their Reactive style means they read and respond in the moment rather than working to a script; give them principles and freedom, not rigid sequences. Feedback lands best when it is private and unhurried.

WHAT DRAINS THEM

Conflict they cannot resolve, and public criticism of a teammate — they carry the friction long after everyone else has moved on.

WATCH FOR

Peacekeeping over competing. They will soften their own game to keep things smooth, and that habit costs them in tight moments.

YOUR NOTES

Athlete 02

The Purist · ISTA

The Soloists

The craftsman — pursues mastery for its own sake, to a standard higher than yours.

Drive

Intrinsic (slight)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (clear)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (clear)



Reactive ← How they process the game → Tactical

Social Style

Autonomous (clear)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them the technical reason behind every instruction; their Tactical mind rejects what it cannot understand. They are Autonomous and self-measured, so hand them the problem and the space to solve it rather than the drill and the deadline. Depth of preparation is what makes them calm.

WHAT DRAINS THEM

Being rushed, being told to stop refining something, and coaching by assertion rather than explanation.

WATCH FOR

Perfectionism. They will keep a skill in the workshop long past the point it was ready to compete.

YOUR NOTES

Athlete 03

The Sparkplug · ESRC

The Crew

The spark — instant energy, reads the moment, changes the temperature of a session.

Drive

Extrinsic (slight)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (slight)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Balanced — leans Reactive



Reactive ← How they process the game → Tactical

Social Style

Collaborative (clear)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Short, varied, high-tempo work suits their Reactive instincts; long static drills waste them. They respond immediately to visible recognition, so catch them doing something right in front of the group. Give them the moment that needs lifting rather than the task that needs grinding.

WHAT DRAINS THEM

Repetition without variation, and being overlooked while quieter teammates are named.

WATCH FOR

Their energy is contagious in both directions. A flat or frustrated Sparkplug pulls the whole session down with them.

YOUR NOTES

Athlete 04

The Anchor · ISTC

The Crew

The steady floor of the group — reliable, prepared, quietly holding the standard.

Drive

Balanced — leans Intrinsic



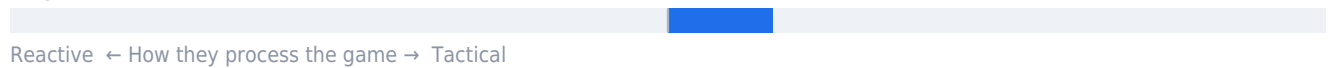
Competitive Style

Self-Referenced (slight)



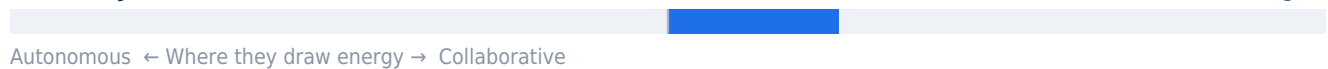
Cognitive Approach

Tactical (slight)



Social Style

Collaborative (slight)



HOW TO COACH THEM

Give them the plan early and in detail; their Tactical approach converts preparation into calm. They measure themselves against their own last performance, not against teammates, so private progress markers motivate them far more than public comparison. Trust them with the unglamorous role and they will hold it all season.

WHAT DRAINS THEM

Chaotic, improvised sessions and last-minute changes. Being asked to perform before they feel prepared reads to them as being set up to fail.

WATCH FOR

They absorb pressure silently. A struggling Anchor looks identical to a fine one until they break, so ask directly rather than waiting for them to raise a hand.

YOUR NOTES

Athlete 05

The Playmaker · IORC

The Maestros

The connector — sees the pattern between people and makes others better.

Drive

Intrinsic (clear)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Other-Referenced (slight)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Reactive (slight)



Reactive ← How they process the game → Tactical

Social Style

Collaborative (clear)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Their Reactive read of a live situation is their asset, so coach principles and let them improvise inside them. They are motivated by what the group achieves rather than by personal numbers, so frame goals collectively. They will notice a teammate struggling before you do.

WHAT DRAINS THEM

Rigid systems that remove their choices, and environments where individual statistics are the only currency.

WATCH FOR

They defer their own opportunity to create one for someone else — sometimes when they should simply take it.

YOUR NOTES

Athlete 06

The Purist · ISTA

The Soloists

The craftsman — pursues mastery for its own sake, to a standard higher than yours.

Drive

Intrinsic (slight)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (slight)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (clear)



Reactive ← How they process the game → Tactical

Social Style

Balanced — leans Autonomous



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them the technical reason behind every instruction; their Tactical mind rejects what it cannot understand. They are Autonomous and self-measured, so hand them the problem and the space to solve it rather than the drill and the deadline. Depth of preparation is what makes them calm.

WHAT DRAINS THEM

Being rushed, being told to stop refining something, and coaching by assertion rather than explanation.

WATCH FOR

Perfectionism. They will keep a skill in the workshop long past the point it was ready to compete.

YOUR NOTES

Athlete 07

The Anchor · ISTC

The Crew

The steady floor of the group — reliable, prepared, quietly holding the standard.

Drive

Intrinsic (slight)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (slight)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (clear)



Reactive ← How they process the game → Tactical

Social Style

Collaborative (slight)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them the plan early and in detail; their Tactical approach converts preparation into calm. They measure themselves against their own last performance, not against teammates, so private progress markers motivate them far more than public comparison. Trust them with the unglamorous role and they will hold it all season.

WHAT DRAINS THEM

Chaotic, improvised sessions and last-minute changes. Being asked to perform before they feel prepared reads to them as being set up to fail.

WATCH FOR

They absorb pressure silently. A struggling Anchor looks identical to a fine one until they break, so ask directly rather than waiting for them to raise a hand.

YOUR NOTES

Athlete 08

The Anchor · ISTC

The Crew

The steady floor of the group — reliable, prepared, quietly holding the standard.

Drive

Intrinsic (clear)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (slight)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (slight)



Reactive ← How they process the game → Tactical

Social Style

Collaborative (clear)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them the plan early and in detail; their Tactical approach converts preparation into calm. They measure themselves against their own last performance, not against teammates, so private progress markers motivate them far more than public comparison. Trust them with the unglamorous role and they will hold it all season.

WHAT DRAINS THEM

Chaotic, improvised sessions and last-minute changes. Being asked to perform before they feel prepared reads to them as being set up to fail.

WATCH FOR

They absorb pressure silently. A struggling Anchor looks identical to a fine one until they break, so ask directly rather than waiting for them to raise a hand.

YOUR NOTES

Athlete 09

The Anchor · ISTC

The Crew

The steady floor of the group — reliable, prepared, quietly holding the standard.

Drive

Balanced — leans Intrinsic

Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (slight)

Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (clear)

Reactive ← How they process the game → Tactical

Social Style

Collaborative (clear)

Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them the plan early and in detail; their Tactical approach converts preparation into calm. They measure themselves against their own last performance, not against teammates, so private progress markers motivate them far more than public comparison. Trust them with the unglamorous role and they will hold it all season.

WHAT DRAINS THEM

Chaotic, improvised sessions and last-minute changes. Being asked to perform before they feel prepared reads to them as being set up to fail.

WATCH FOR

They absorb pressure silently. A struggling Anchor looks identical to a fine one until they break, so ask directly rather than waiting for them to raise a hand.

YOUR NOTES

Athlete 10

The Purist · ISTA

The Soloists

The craftsman — pursues mastery for its own sake, to a standard higher than yours.

Drive

Balanced — leans Intrinsic

Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (clear)

Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (clear)

Reactive ← How they process the game → Tactical

Social Style

Autonomous (slight)

Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them the technical reason behind every instruction; their Tactical mind rejects what it cannot understand. They are Autonomous and self-measured, so hand them the problem and the space to solve it rather than the drill and the deadline. Depth of preparation is what makes them calm.

WHAT DRAINS THEM

Being rushed, being told to stop refining something, and coaching by assertion rather than explanation.

WATCH FOR

Perfectionism. They will keep a skill in the workshop long past the point it was ready to compete.

YOUR NOTES

Athlete 11

The Playmaker · IORC

The Maestros

The connector — sees the pattern between people and makes others better.

Drive

Intrinsic (clear)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Other-Referenced (slight)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Balanced — leans Reactive



Reactive ← How they process the game → Tactical

Social Style

Balanced — leans Collaborative



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Their Reactive read of a live situation is their asset, so coach principles and let them improvise inside them. They are motivated by what the group achieves rather than by personal numbers, so frame goals collectively. They will notice a teammate struggling before you do.

WHAT DRAINS THEM

Rigid systems that remove their choices, and environments where individual statistics are the only currency.

WATCH FOR

They defer their own opportunity to create one for someone else — sometimes when they should simply take it.

YOUR NOTES

Athlete 12

The Record-Breaker · ESTA

The Soloists

The measurable improver — races their own numbers and wins.

Drive

Balanced — leans Extrinsic



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Self-Referenced (clear)



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Tactical (clear)



Reactive ← How they process the game → Tactical

Social Style

Autonomous (slight)



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Give them metrics, splits and a visible record; the number is what makes the work feel real. Their Tactical, Autonomous profile means they will execute a plan meticulously on their own, so give them the plan and check in rather than supervise. Every personal best should be logged where they can see it.

WHAT DRAINS THEM

Work that cannot be measured, and sessions where the target keeps moving.

WATCH FOR

When the numbers stall they lose the thread entirely. Have a second way to define a good week ready before that happens.

YOUR NOTES

Athlete 13

The Flow-Seeker · ISRA

The Soloists

The flow performer — best when absorbed and left alone.

Drive

Intrinsic (strong)



Intrinsic ← Why they compete → Extrinsic

Competitive Style

Balanced — leans Self-Referenced



Other-Referenced ← Who they measure against → Self-Referenced

Cognitive Approach

Reactive (clear)



Reactive ← How they process the game → Tactical

Social Style

Balanced — leans Autonomous



Autonomous ← Where they draw energy → Collaborative

HOW TO COACH THEM

Their best work happens when self-consciousness drops, so minimise mid-rep instruction and let them find rhythm. They are competing with their own standard, privately, and external pressure interrupts rather than motivates. Coach them before and after, rarely during.

WHAT DRAINS THEM

Constant verbal correction, being watched closely, and noisy high-pressure environments.

WATCH FOR

When flow does not arrive they have no fallback gear, and a bad start can write off a whole session.

YOUR NOTES

How to read this report

Every profile here comes from the SportDNA Assessment, which places an athlete on four independent pillars: Drive (intrinsic or extrinsic), Competitive Style (self-referenced or other-referenced), Cognitive Approach (tactical or reactive) and Social Style (collaborative or autonomous). The combination produces one of sixteen athletic personality types.

Each pillar is scored from -20 to +20. The bars on the athlete pages show where that athlete sits and how firmly: a score near the midpoint means the athlete genuinely works both ways, and coaching them as though they sit at one pole will fit them badly. A strong score means the tendency is stable enough to plan around.

The coaching notes are derived from the composition counts in Sections 1 and 2 — they describe this squad as assessed, not athletes in general. If the roster changes materially, the notes change with it.

Limits worth stating plainly

A personality profile describes how an athlete prefers to compete. It does not measure ability, character, effort or potential, and it must never be used to select, cut or rank athletes. Used that way it will be both unfair and wrong.

This is a performance and communication tool, not a clinical assessment. It does not diagnose anything, and it is not a substitute for a licensed psychologist or a physician. If an athlete is struggling with their mental health, refer them to a qualified professional.

Profiles are most useful when shared with the athlete rather than held over them. The language in this report is written for you; the same information given to an athlete directly tends to open a better conversation than a coach acting on it silently.

Prepared for Sample Squad on October 7, 2026 by Vladimir Novkov, M.A. Social Psychology, ISSA Elite Trainer — SportPersonalities.com. Questions about anything in this report are welcome; reply to the email it arrived with.