



TAKE THE TAP

EVALUATE. DEVELOP. COACH.

THE ATHLETE DEVELOPMENT SYSTEM USED BY PROFESSIONAL TEAMS

TAP Athlete Types Handbook

Understanding and Coaching the Eight (8) TAP Athlete Types

version 1.0

Rocket - The Driven Athlete

Maverick - The Dynamic Athlete

Ice - The Methodical Athlete

Trailblazer - The Spirited Athlete

Eagle - The Confident Athlete

Musketeer - The Helpful Athlete

Knight - The Protective Athlete

Engineer - The Independent Athlete

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TAP Athlete Types Handbook

Understanding and Coaching the Eight (8) TAP Athlete Types

Overview - page 3

Rocket - page 5

Maverick - page 8

Ice - page 11

Trailblazer - page 14

Eagle - page 17

Musketeer - page 20

Knight - page 23

Engineer - page 26

Athlete Types Distribution - page 29

Overview

Over 30,000 elite athletes have taken the TAP assessment over the years, including most active players in the NFL® plus many MLB®, NBA®, MLL® players and US Military Special Forces members, creating the richest database of this kind on the planet. A deep statistical analysis of the TAP database revealed (8) distinct athlete types (more than personality), each with their own strengths, weaknesses, and particularly effective coaching techniques to help each type maximize their potential.

Upon completing the TAP assessment, individuals are matched to one of the eight types and the percentage match to the type is listed on the report.

- A match of **90% or above is a close match** and the report should be fairly accurate in describing the individual.
- A match of **80%-89% is a moderate match** and parts of the report should be fairly accurate, but not every characteristic will be spot on.
- A match of **79% or lower is a loose match** and it is likely that only a fraction of the report will be accurate on the individual. Individuals in this match range are more different than similar to the general types of athletes more commonly seen. Customized premium TAP Reports such as a *TAP Coach Report* will be most helpful for understanding and working best with these individuals.

Some individuals will fall in between two types so their athlete type could change when taking the TAP multiple times, especially after some maturation time or devotion to mental performance development activities including those available through our company.

The TAP Athlete Types are useful & beneficial in a variety of ways:

- Athlete Types provide a high level overview of an individual's mental makeup
- They introduce a common framework for coaches, athletes and parents to better understand and interact with one another
- There are specific tips and techniques for each type to help improve mental performance
- They provide a positive self-identifying image for athletes
- Most find it interesting and fun to learn their athlete type and share it with others

How to Use the Athlete Types

Coaches

The Athlete Type report is the first step in understanding an athlete's basic characteristics. This insight also includes strengths and weaknesses of the athlete type and a few recommended tips for the athlete, coach and parent. In the modern era, one single coaching style will not fit all types and will not connect with all

athletes. Knowing a player's athlete type and the characteristics of a given type empowers coaches to tailor their coaching style to better relate to the individual athlete. As one high school basketball coach said: "I review the Athlete Types of each of my players once a week. I am always able to come up with something to better relate to each player. When I take the time to do this it takes very little effort and it pays big dividends."

Athletes

From the time of the ancient Greeks, humans have known they have self-awareness. We know that we are unique individuals and that we possess certain characteristics. However, over the centuries it has been long debated that our self-awareness may be skewed, biased, or even blinded.

Central to any kind of self-improvement is increased self-awareness. This includes gaining knowledge about one's makeup, strengths, weaknesses, and predominant characteristics. In other words, it's hard to know where to begin improvement if you do not know where you stand. Knowing one's TAP Athlete Type is the first step in this process.

Parents

Every loving parent has some natural instincts that are primordial. Loving parents have unconditional love for their children. These kinds of parents want to protect their children from harm at all costs, even if it means making great sacrifices, including life. This kind of love can lead to blind spots. In other words, parents have a difficult time viewing their child through an objective lens.

The Athlete Type report helps parents see how their child compares to other athletes. It identifies their child's athlete type and the common characteristics displayed by a particular type. It even includes tips for the athlete and the parent. It also lists some renown professional athletes who belong to this athlete type. The athlete type is described, including traits, strengths and weaknesses. Parents have said that it opened their eyes to their child's makeup, needs and motivation.

Rocket - Overview

TAP Athlete Type: Rocket

The Driven Athlete

Characteristics:

- Confident, in-charge style
- Calm, cool & collected
- Focused on getting things done
- Optimistic demeanor
- Does well in social situations
- Often comfortable being the center of attention
- Likes making quick decisions
- May be overconfident in decision
- Practical, like to get involved and be hands-on
- May decide too quickly without fully considering option

Prominent NFL Members:

- Tom Brady, QB
- Andrew Luck, QB
- Jay Cutler, QB
- Tony Romo, QB
- Miles Austin, WR
- Pierre Garcon, WR
- Matt Forte, RB
- Ndamukong Suh, DL

Prominent MLB Members:

- Evan Longoria, 3B
- Todd Frazier, 3B
- Curtis Granderson, OF
- David Wright, 3B
- Matt Garza, P
- Jered Weaver, P

Other Sports:

- Brendan Fowler, Lacrosse

Strengths:

- Cool under pressure
- Gets things done
- Will push hard to accomplish goals

Weaknesses:

- May decide too quickly and fail to consider implications
- Could be perceived as arrogant
- May rigidly stick to plans

Rocket - Coaching Tips

Coaching the **Rocket**, the **Driven Athlete**

What Style will most help This type likes upbeat, positive coaches. They prefer their coaches to be both decisive and realistic.	When giving Praise They won't need a great deal of praise to stay up. Intermittent praise is fine.
After Making a Mistake You can be rather harsh with this type. They care about success so if you can tell them how the mistake hurt their chance at success, this will get their attention.	How to Best Relate They like practical, realistic objectives. Use frequent, clear and direct communication.
When Giving Instruction Relate the new information to something they have already experienced and know about.	When Motivating This type has a slight tendency to get complacent or satisfied. This is when you need to raise the bar and challenge them to a higher goal.
After a Setback You can expect this type to bounce back quickly.	Getting the Most From Practice This type prefers working out with teammates. Individually, have them practice analyzing situations where they need to be a little more cautious when reacting.

Rocket - Narrative

Introduction

The Rocket is even-tempered and much of this is because of a positive perspective on things. This leads to confidence in many situations, but especially when making decisions. The Rocket doesn't waste much time at making decisions. Another defining trait is that the Rocket is interested in realistic and practical kinds of things. Even when it comes to dealing with people, the Rocket keeps it on a practical and realistic level.

Effects of defining traits

The Rocket type enjoys socializing. They will seem outgoing and at ease when interacting with other people. The Rocket is predictable in terms of their emotional reaction to things. In other words, they seldom get upset and are not moody. The Rocket pushes to achieve tangible goals. They desire mastery which means they don't mind practicing until they become accomplished at a certain skill. Winning is important to the Rocket and this type is attracted to competitive situations.

Rocket traits during competition

The Rocket seldom gets intimidated by the opponent. Another competitive trait is that the Rocket will readily move in for the kill, to finish off the opponent. They have the ability to rebound from a mistake fairly quickly. As stated in the Introduction, this type is quick at deciding. Few mistakes are made due to hesitation but their bold and fearless decision style may lead to some costly mistakes.

Helping the Rocket

The sport and position of the Rocket should be analyzed and situations should be identified when they need to be careful at reaching a decision. In general, the Rocket needs to be taught in which situations they need to be more patient. The Rocket needs to work on allowing the game come to them instead of trying to force it. While competitive, there will be times that the Rocket will tend to take an opponent too lightly. Help them avoid this trap. As stated above, this type pushes hard to reach tangible goals. Obviously, providing guidance will be helpful when setting tangible goals for the Rocket. Finally, the Rocket typically approaches problem solving with a practical perspective. They see a problem in a realistic manner but are not always the most creative at coming up with solutions. In short, this type needs some help with thinking outside the box.

Maverick - Overview

TAP Athlete Type: **Maverick**

The **Dynamic** Athlete

Characteristics:

- Inventive, likes coming up with new ideas
- Does his/her own thing, goes against the grain
- Enjoys social interaction & discussion
- Likes to play devil's advocate
- Enjoys trying new activities
- May be easily distracted - chasing different ideas
- Will step back and look at something with a new perspective
- May seem a bit offbeat, likes to march to the beat of own drum
- Flexible about different tactics
- Unwilling to conform, comply or fully commit to something

Prominent NFL Members:

- Ben Roethlisberger, QB
- Joe Flacco, QB
- Jameis Winston, QB
- Sam Bradford, QB
- Darren McFadden, RB
- Lance Briggs, LB
- A.J. Hawk, LB
- Jared Allen, DL

Prominent MLB Members:

- Clayton Kershaw, P
- Justin Verlander, P
- Stephen Strasburg, P
- Nick Swisher, OF
- Buster Posey, C
- Brian McCann, C
- Adam Jones, OF
- Jay Bruce, OF

Other Sports:

- Jessie Schwartzman, Lacrosse

Strengths:

- Comfortable adapting to the moment
- Seeks unconventional solutions to problems
- Willing to take risks

Weaknesses:

- Sloppy with details
- Often wings it
- Difficulty following rules

Maverick - Coaching Tips

Coaching the **Maverick**, the **Dynamic Athlete**

What **Style** will most help

They may not like it but this type needs a firm coach that will hold athletes accountable and provide appropriate boundaries. The coach needs to balance this with giving this type some room to be flexible and do their own thing. One way to do this is to give them lots of choices & flexibility on little things.

When giving **Praise**

Praise this type when they follow the program because this is unnatural to them. Reinforce this behavior by pointing out how this leads to positive results.

After Making a **Mistake**

Don't allow this type to gripe or get down on the situation. Make sure they know what they did wrong (not just that a mistake was made) and then focus on the problem solving -- the corrective action.

How to Best **Relate**

They like people who want to explore or question the status quo. They will relate to a coach who evolves, adapts over time or especially one that tries some unconventional approaches.

When Giving **Instruction**

The focus should be to engage this type to solve the problem themselves instead of having the coach do all the problem solving. Initially work with them on coming up with a solution together, then teaching them to become an independent problem solver.

When **Motivating**

Set short term goals for this type. They need to take them in small steps. Be sure to get goals and commitments in writing.

After a **Setback**

This type may allow setbacks to cause them to lapse, get off track. They will need a boost and one way to do this is to point out the setback is not the end of the world.

Getting the Most From **Practice**

This type needs a great deal of structure and monitoring during practice. Watch out for the tendency to be poorly prepared.

Maverick - Narrative

Introduction

The Maverick has free-flowing thought processes and is willing to share this train of thought with anyone who is close enough to listen. The Maverick is reluctant to adopt systems, conform or comply. They believe in living in the moment and taking life one day at a time. They don't like highly structured individuals or situations. Likewise, they see little value in tradition and custom. It's easy for the Maverick to make a paradigm shift and they question the status quo.

Effects of defining traits

A Maverick will typically embrace change. In fact, they might be an agent of change. Socially, Mavericks are fairly easy to get to know. Typically, they are not reserved, guarded or defensive. They are comfortable talking about themselves, their ideas and dreams. Mavericks often tire of the same routine very quickly. This might include off-season conditioning and some of the other more mundane chores associated with their sport and position. Also, the Maverick does not see rules as absolute. With things like ethical judgment, the Maverick can see both sides of the argument. Finally, when evaluating and making a decision, a Maverick will give more weight to the specific circumstances of a situation and less weight to fixed internal standards than other athlete types. For example, if the situation was in dire condition, the Maverick may feel it would be okay if the person broke a universal rule, like *Do Not Steal*.

Maverick traits during competition

Penalties and referees -- in sports that have these, the Maverick may show some marked tendencies. They may test the limits of a rule that results in a penalty. For instance, the NFL has periodically changed the parameters for which pass interference can be called. A previously legal technique like the bump and run for defensive backs may now be considered pass interference. The Maverick is going to test the limits of this new interpretation. The Maverick will also tend to see things differently than the referee in certain sports. For instance, the Maverick pitcher probably has a more liberal interpretation of the strike zone than the home plate umpire. Mavericks generally deal with change well. But when a turnover occurs during competition, they may be too quick to abandon the game plan. The turnover causes little distress but they may decide to change directions instead of staying the course. Finally, the Maverick is vulnerable to making some sloppy mistakes because of a lack of focus on the details.

Helping the Maverick

Those sloppy mistakes during competition that were mentioned above probably also happen in practice. Coaches, parents and teammates should be vigilant in making sure the Maverick does it right in practice. Akin to this, it's probably wise to have the Maverick practice concentration drills and figure out ways to drown out distractions. The Maverick can benefit from learning how to plan, organize and manage time. In doing this, which is relatively simple, attention to detail should be reinforced. The Maverick may not like the military type of coach but could benefit from this kind of program. Also, it is best if coaches, teachers and parents give an explanation or rationalization for a rule. It's best if a two-sided explanation is provided with the stated rule coming out on top in the plus column. Finally, any time a coach can make the ordinary seem special or extraordinary, the better. An example is the old parent trick of: "Kids, let's brush our teeth extra well tonight because we are having donuts for breakfast."

Ice - Overview

TAP Athlete Type: Ice

The Methodical Athlete

Characteristics:

- They strive to improve and never stop working
- Will set high standards for themselves
- Admits faults & mistakes
- May be self critical
- Often competitive and hates losing
- They tend to push themselves
- Works hard in the off-season
- Typically has serious long term goals
- May seem distant to those they are not close to
- Faces reality and expects the same of others

Prominent NFL Members:

- Matt Ryan, QB
- Carson Palmer, QB
- DeMarco Murray, RB
- Jordy Nelson, WR
- Michael Floyd, WR
- Julian Edelman, WR
- Rob Gronkowski, TE
- Robert Mathis, DL

Prominent MLB Members:

- Joe Mauer, C
- Prince Fielder, 1B
- Andre Ethier, OF
- Billy Butler, DH
- Chris Sale, P
- Jon Lester, P

Other Sports:

- PT Ricci, Lacrosse

Strengths:

- Sets and focuses on goals
- Pushes self hard
- Admits faults

Weaknesses:

- May be reluctant to change their plan
- Puts too much pressure on themselves
- May fail to communicate

Ice - Coaching Tips

Coaching the **Ice**, the **Methodical** Athlete

What **Style** will most help

Don't beat around the bush with this type, tell it to them straight. They don't need you to be warm and fuzzy; keep it professional.

When giving **Praise**

Praise this type when they are making progress -- they tend to overlook or minimize this.

After Making a **Mistake**

With this type, focus on the behavior that led to the mistake and needs correcting; don't make it personal, just the facts.

How to Best **Relate**

They tend to perform a lot of internal thinking. Get them to open up and talk about things. Ask them a question and give them lots of time to answer.

When Giving **Instruction**

Teach this type to see situations appropriately. Give them time alone to process new things.

When **Motivating**

Make goals realistic, immediate and in their control instead of outcome focused.

After a **Setback**

This type will often blame themselves and allow a mistake to haunt them as the competition progresses. Provide enough space for them to think and then prompt them to share their thoughts.

Getting the Most From **Practice**

This type prepares for the worst. While this can be good, they need to practice being proactive and going on the attack.

Ice - Narrative

Introduction

The Ice **has two defining traits** that go hand in hand: they are goal driven and very self-critical. This means that they can be relentless in pursuing a personal goal. They can recover from failure and use this as motivation to persevere. But this assumes modest or moderate adversity. In extreme cases of adversity, it is very hard for them to bounce back from a mistake or setback.

Effects of defining traits

This type is an asset to teams and organizations that are traditionally strong. This type tends to question the status quo and will push to continue to improve rather than coasting or being on the plateau.

In some ways this type is hard to recognize because many of their traits are average, with a wide variation. For instance, some Ice types can be quiet while others are outgoing. But deep inside, there is a desire to change and improve. They like to stretch the boundaries of normal attainment. It's almost a contradiction, but they seek meaning and symbolism in realistic kinds of ways. Example: if a classmate is in a severe car wreck, how can this inspire each of us to be better at what we do?

Ice traits during competition

To a small extent, this type expects competition to go as scripted in the game plan. They're not weak at spontaneous improvisation but it's not their forte. Their self-critical trait will show during competition. You will probably observe the Ice react after a mistake. This might be something like shaking their head or putting their hands on their hips. The Ice is motivated to make adjustments during competition.

Helping the Ice

This type would benefit a great deal from learning relaxation techniques. Another improvement approach goes by many labels but is known as Cognitive Restructuring or Rational Emotive Therapy. These are fancy terms that basically mean the person needs some help with appraising and labeling of events going on in their lives. Sure, an F on a term paper is unfavorable but it is not life and death. The Ice type needs some help in calibrating these kinds of extreme events so that they react appropriately. The tendency to be self-critical is very similar to seeing the glass as half empty. During competition, the Ice may dwell too long on a mistake. From the sidelines, coaches, parents and others can point out something positive that happened on the last play and offer encouragement along with a phrase that will help the athlete refocus and reset for the next play. This might be something like: *"Way to hustle; we'll get it done this time around."* The same applies to practice and even off-season conditioning. The best way to help an Ice is to continue to be upbeat and positive. The Ice tends to overlook and under-appreciate changes that are positive.

Trailblazer - Overview

TAP Athlete Type: Trailblazer

The **Spirited** Athlete

Characteristics:

- Free thinking
- Welcomes change
- Often reinvents the wheel and may make a simple task too difficult
- Typically very social - allows people in close
- Loves living life and often seen as the life of the party
- Aesthetics important, may have strong interests such as food, arts, culture, clothing
- Intuitive, often insightful perspective
- Idealistic, pie in the sky
- High energy and interaction followed by crashing
- Expectations and goals may be unrealistic

Prominent NFL Members:

- Matthew Stafford, QB
- Robert Griffin III, QB
- Cam Newton, QB
- Nick Foles, QB
- Richard Sherman, DB
- C.J. Spiller, RB
- Golden Tate, WR
- Michael Crabtree, WR
- Julio Jones, WR

Prominent MLB Members:

- David Price, P
- Jacoby Ellsbury, OF
- Ryan Zimmerman, 3B
- Zack Greinke, P
- Gio Gonzalez, P

Other Sports:

- Ken Clausen, Lacrosse

Strengths:

- Creative problem solving, willing to embrace an idea
- Can empathize with teammates
- Comfortable adapting in the moment

Weaknesses:

- Easily distracted
- Makes unnecessary changes
- Poor follow through

Trailblazer - Coaching Tips

Coaching the Trailblazer, the Spirited Athlete

What Style will most help Easy on the X's and O's with this type. Include some philosophy and 'big picture' ideas to get their buy-in.	When giving Praise This type does not need a great deal of praise. If their intuition is leading to good performance, reinforce this with praise.
After Making a Mistake This type can handle criticism but make sure that they understand the feedback.	How to Best Relate This type is artistically minded, they relate to ideas, concepts and intangibles.
When Giving Instruction Help this type prioritize the information as they can get lost in the minutia. Example - have them put their notes in outline form, not just bullets but in a hierarchy starting with Roman numeral I.	When Motivating They are likely to have lofty or far-fetched goals. Help them set smaller and more practical goals that can lead them to those bigger goals.
After a Setback This type will usually recover quickly but may not naturally learn from the setback as much as others. Try to make it a learning experience.	Getting the Most From Practice They are likely to be easily distracted. They are more likely to stay on track when practicing or conditioning with people they like. Make the activity fun.

Trailblazer - Narrative

Introduction

Typically, sports is viewed as very down to earth and practical, a far cry from things like being a musician, artist or author. Yet the Trailblazer has an artistic temperament and interests. They are attracted to culture, aesthetics and things like philosophy. Other people will see them as cerebral. The Trailblazer can connect the dots and relate to concepts that others may not see as connected. The Trailblazer is fairly outgoing and desires a fairly high level of intimacy or closeness in relationships.

Effects of defining traits

The Trailblazer is motivated to understand why and how certain things work. They want to drill deeper on a topic than simply knowing the surface facts. They want to understand theory. Another effect is that the Trailblazer would rather look pretty than make the play or complete the task. Put another way, they feel that style can be more important than substance. Socially, others will see the Trailblazer as rather uninhibited and some may feel they should practice more restraint. Finally, the Trailblazer has some habits that lead to inefficiency when tackling tasks or practicing sports.

Trailblazer traits during competition

The Trailblazer has a balanced decision style in terms of being decisive versus cautious/hesitant. This means that they can shift gears mentally and react quickly when the situation demands it and be more cautious in other situations requiring this. Another noticeable trait is that the Trailblazer typically executes with proper technique. Finally, the Trailblazer is able to make adjustments during competition, but they probably need to do a better job of sticking to the game plan.

Helping the Trailblazer

One thing that would help the Trailblazer is to run concentration drills. These should be sport specific. The Trailblazer also needs help developing shortcuts and being efficient. They tend to make a simple job difficult. Related to this, the Trailblazer needs help setting priorities. In general, the Trailblazer also needs some help with assessing a situation in a realistic fashion. Sometimes you need to bring the Trailblazer back down to earth. Finally, it helps the Trailblazer to learn and understand if you present some concepts and strategy instead of just X's and O's. This is very important.

Musketeer - Overview

TAP Athlete Type: Musketeer

The **Helpful** Athlete

Characteristics:

- Loyal
- True to self and others
- Doesn't usually rock the boat
- Willing to do a favor for others
- Has common sense
- Greater focus on the team than on winning
- Doesn't need to be the star
- Easy to talk to
- May easily get caught up in helping others
- Prefers to consider before talking

Prominent NFL Members:

- Drew Brees, QB
- Alex Smith, QB
- Darren Sproles, RB
- Frank Gore, RB
- Wes Welker, WR
- Heath Miller, TE
- Clay Matthews, LB
- Von Miller, LB
- Jerod Mayo, LB
- Patrick Willis, LB

Prominent MLB Members:

- Andrew McCutchen, OF
- Pedro Alvarez, 3B
- Troy Tulowitzki, SS
- Mark Trumbo, 1B

Other Sports:

- Ben Rubeor, Lacrosse

Strengths:

- Has a strong desire to help others
- Listens well
- Considers choices thoughtfully

Weaknesses:

- Could get taken advantage of
- Has a hard time saying 'no' to others
- May not be focused enough on winning

Musketeer - Coaching Tips

Coaching the **Musketeer**, the **Helpful Athlete**

<p>What Style will most help</p> <p>This type wants to know that the coach has their back. They also want warmth, more so than just a lot of interaction.</p>	<p>When giving Praise</p> <p>This best praise for this type is expressing how their effort / performance helped the whole team.</p>
<p>After Making a Mistake</p> <p>Start with that part they did right. Then present the corrective action as a way to help them individually AND how the correction will help others on the team.</p>	<p>How to Best Relate</p> <p>This type relates to the now and present. They relate to helping others. They want the unvarnished truth.</p>
<p>When Giving Instruction</p> <p>Whenever possible, give this type time to think things through. Try to connect individual instruction with how the instruction will help the team and team strategy.</p>	<p>When Motivating</p> <p>They need a bit of a push frequently. Explain how this makes everyone better -- this will motivate them.</p>
<p>After a Setback</p> <p>This type will accept help and will try to help others experiencing a setback.</p>	<p>Getting the Most From Practice</p> <p>They like being a peer coach, mentoring other players. Give them extra responsibility during practice.</p>

Musketeer - Narrative

Introduction

The Musketeer tends to be on the level. The Musketeer does not sugarcoat the truth or play games. This type is willing to admit faults and mistakes. Another defining trait is that the Musketeer is willing to lend a helping hand. Musketeers vary a great deal in terms of being outgoing vs. quiet. But their willingness to help others and form a close bond is a common denominator in Musketeers. Finally, Musketeers tend to be thoughtful. They seldom jump to conclusions when making decisions or sizing up other people.

Effects of defining traits

Musketeers are attracted to team sports. Some Musketeers may be on the quiet side but they enjoy feeling as if they belong, a sense of being part of the team. They seldom judge other people, are tolerant and open-minded. Others will probably see them as down to earth, not flamboyant. They are the opposite of being arrogant. Musketeers want plenty of time when making decisions. They grow uncomfortable when others try to rush them. Musketeers are interested in other people and also things of a practical nature. Most people will feel like it is easy to relate to a Musketeer. Unscrupulous people will feel that a Musketeer is an easy target that they can take advantage of.

Musketeer traits during competition

When a Musketeer makes a mistake during competition, they are willing to recognize it. This is considered a positive behavior. Other types might try to make excuses or fail to see what caused the mistake.

Theoretically, this should help a Musketeer make modifications during competition so that the mistake is not repeated. Musketeers tend to be cautious when making decisions. They try extra hard to avoid mistakes. Sometimes this can lead to hesitation, even making the Musketeer look tenuous or timid. Musketeers with low confidence feel badly when they make a mistake, feeling as if they let the team down. If this happens, they will become more hesitant.

Helping the Musketeer

The sport and position of the Musketeer should be analyzed and situations should be identified when the Musketeer needs to be quicker at reaching a decision. Related to this, the Musketeer should not practice skills at half speed. Make sure the practice repetitions are done at full speed. Skilled Musketeers can be an asset to the coach. They are a natural at being a peer coach. They enjoy helping and mentoring their teammates. This can be an effective way to motivate and reward the Musketeer and the coach gets the added bonus of peer instruction. While the willingness to admit a mistake is regarded as a positive Musketeer trait, this could be a problem if this tendency becomes extreme. In other words, in extreme cases, the Musketeer may claim the mistake was their fault when in reality there are other contributing factors. For instance, a Musketeer QB may be reluctant to recognize that the botched snap exchange is really the fault of the Center.

Eagle - Overview

TAP Athlete Type: **Eagle**

The **Confident** Athlete

Characteristics:

- Tends to be clean cut
- Image conscious
- Likes tradition and rules
- Very aware of how everyone is behaving
- Tries to live up to society's expectations
- Tends to have good work habits
- Reads symbolic themes into things
- Punctual
- Is neat & tidy
- May ignore mistakes unless brought up

Prominent NFL Members:

- Peyton Manning, QB
- Eli Manning, QB
- Colin Kaepernick, QB
- Russell Wilson, QB
- Philip Rivers, QB
- Calvin Johnson, WR
- Reggie Wayne, WR
- Reggie Bush, RB
- Jimmy Graham, TE
- J.J. Watt, DL

Prominent MLB Members:

- Mike Trout, OF
- Alex Gordon, OF
- Aaron Hill, 2B
- Scott Kazmir, P
- Madison Bumgarner, P

Other Sports:

- Joel While, Lacrosse

Strengths:

- Works to please others
- Optimistic and cooperative
- Plans ahead

Weaknesses:

- May not recognize flaws
- Potential to be self-righteous
- May be too focused on others

Eagle - Coaching Tips

Coaching the **Eagle**, the **Confident Athlete**

<p>What Style will most help</p> <p>This type expects the coach to set an example of hard work and attention to detail. They like a coach who is fairly clean cut or traditional.</p>	<p>When giving Praise</p> <p>You don't need to constantly praise this type, but noticing some little thing they did right scores big points.</p>
<p>After Making a Mistake</p> <p>This is important. Ask this type what they did wrong. Get them to take ownership but don't rub their nose in it.</p>	<p>How to Best Relate</p> <p>This type should relate to power, things like title or rank. They think appearances are important, like dressing up on game day. They like rules that are tied to the philosophy of the program.</p>
<p>When Giving Instruction</p> <p>Go step by step, in a logical progression. Use the cookbook method.</p>	<p>When Motivating</p> <p>This type cares what others think - reputation, legacy, etc. Use that to motivate them.</p>
<p>After a Setback</p> <p>Remind this type of the mission and process. They find security knowing the coach will stay the course. Stay positive and supportive.</p>	<p>Getting the Most From Practice</p> <p>This type will want all the details filled in. They prefer the same practice schedule, do not need variety.</p>

Eagle - Narrative

Introduction

The Eagle will often be perceived as a straight arrow. They tend to follow rules. They also practice this ideal by being very organized and showing some of the other behaviors that go along with this. These include things like planning and attention to detail. The Eagle believes that there is a proper time and place for everything. They like things to run on schedule. The Eagle is image-conscious. As an athlete, they proudly display their trophies and ribbons. This type is motivated to earn recognition awards.

Effects of defining traits

One effect of these traits found in the Eagle is that they are capable of getting a good deal of work done. They know how to work effectively. The Eagle might even be a good example for others to emulate. The Eagle typically follows rules. They care about their reputation. Seldom do they try to cross the line or push the envelope. The Eagle strives to have an ordered lifestyle. Finally, the Eagle is reluctant to admit to a mistake or fault.

Eagle traits during competition

Eagle traits typically have more impact at practice and during the off-season than during competition. Most Eagles are able to bounce back from a mistake rather quickly when competing. They are capable of moving on to the next play or match. The Eagle is able to make adjustments during competition. For example, an Eagle who plays basketball is able to make halftime adjustments. The coach of an Eagle can change the role or position of the player during competition.

Helping the Eagle

Much learning that occurs in sports is by trial and error. The error part means that mistakes will happen at practice and during competition. First, the individual must recognize that a mistake happened. Then, they must figure out what caused the mistake and how to remedy the situation. The Eagle needs help taking ownership of a mistake. Without complete ownership, the learning process will be impeded. The Eagle is confident enough that the coach can push them. The typical Eagle probably needs this because there is a slight tendency to settle for mediocrity. The Eagle needs to be challenged in order to reach their potential. Finally, the Eagle feels more comfortable with coaches and programs that are organized and operate like a well-oiled machine.

Knight - Overview

TAP Athlete Type: Knight

The **Protective** Athlete

Characteristics:

- Has a strong but hidden value system
- Becomes upset when values are compromised
- Great listener
- Very protective of close friends & family
- More focused on the teammates and specific team members than winning
- Naturally tends to internally process and consider things
- May appear not interested in socializing or being around a lot of people, and are often surprised when others don't see them as social
- Tend to clam up when upset
- Often great with pets and animals
- Needs extra time with their few close friends/family

Prominent NFL Members:

- Teddy Bridgewater, QB
- Marcus Mariota, QB
- Jamaal Charles, RB
- Le'Veon Bell, RB
- A.J. Green, WR
- Andre Johnson, WR
- Dez Bryant, WR
- Dwight Freeney, DL
- Julius Peppers, DL
- Patrick Peterson, DB

Prominent MLB Members:

- Manny Machado, 3B
- Scooter Gennett, 2B
- Ben Revere, OF
- Giancarlo Stanton, OF

Other Sports:

- Brian Carroll, Lacrosse

Strengths:

- Listens before talking
- Tries hard to avoid a mistake
- Respects the coach & mentors

Weaknesses:

- Difficulty with criticism
- Has trouble dealing with team conflict
- Will not open up and say what's bothering them

Knight - Coaching Tips

Coaching the Knight, the Protective Athlete

What Style will most help

In coaching this type, be genuine and sincere. They probably prefer a friendly approach but most importantly, they like a coach who can see them as being unique or special instead of just one of the rank and file.

When giving Praise

Praise this type privately or quietly as they embarrass easily. Don't make a big deal publicly.

After Making a Mistake

This type will be hard on themselves before hearing from you, so you can be brief with criticism and know you have their full attention.

How to Best Relate

This type relates to others based on a set of values. Ask them questions to understand what their values are. Then show them how they are connected to the team and people through these shared values.

When Giving Instruction

Tie the information to some principle, like a law of physics, or how this new information fits with something they already know. This type also likes "if X, then Y" or step-by-step instruction.

When Motivating

This type prefers individual over team or group goals. They want to hear the plan for achieving the goal. They will need a push.

After a Setback

This type often clams up after a setback. Give him some room initially but then get them to talk it through.

Getting the Most From Practice

This type may want to practice things they are already good at instead of working on areas that are weaker. Push them to practice their weaknesses.

Knight - Narrative

Introduction

The Knight has some interesting social needs. This type is not interested in socializing, being in crowded public places and meeting new faces. Yet at the same time, social cohesion is important. Also, the Knight wants to spend time with close friends and family. Possibly the strongest defining trait is that rules are important to the Knight. Things like principles are strongly held and there's not much give in their belief system. The typical Knight tends to be a deep thinker. Others may see them as introverted or burdened. This perception is only partly true, but there is a tendency for the Knight to read too much into what people say and do.

Effects of defining traits

The Knight expects other people to follow rules. They also expect authority figures to enforce rules. Because the social needs of the Knight are complex, others may feel that they are hard to get to know and even send mixed signals. Yet, once one becomes close with a Knight they will notice some warmth. The Knight desires harmony in the relationships they form. Because of the Knight's emotional makeup, they tend to clam up when upset. It's not easy to get them to talk about what made them upset.

Knight traits during competition

The Knight's traits have more impact in the off-season than during competition. For instance, how teammates relate to one another and practice in the off-season have an impact on the Knight's overall feeling about the season and program. For certain, the typical Knight has a pregame ritual which involves quiet time, usually away from others, or is engaged in something like closing their eyes and listening to music on their headphones, shutting off the outside world. The other unique quality of the Knight is that they tend to be more focused on technique and body position than on the actions of the opponent.

Helping the Knight

The first thing the coach, teacher or mentor must do in order to help the Knight is to earn their trust. This is done primarily by abiding by rules, processes and procedures. The Knight has a difficult time relating to a coach who tries to be friends with their players and runs a loose program. The Knight needs help dealing with ambiguity, uncertainty and gray areas. The Knight needs help dealing with this. The Knight is too quick to judge something as good or bad. Point out that some situations are ambivalent – have both positive and negative elements. The Knight also has difficulty dealing with what is called avoidance – avoidance conflict. This is a situation when two things need to be done but both are unpleasant. The Knight has difficulty coming up with a plan and prioritizing things in this kind of situation. There is a slight tendency for the Knight to feel like they are a martyr. While it is not advised that you encourage a feeling of "misery loves company", it might help to point out that the Knight is not the only one who has to face adversity. There is not one single method that will work with every Knight but the Knight needs help opening up and talking about what is bothering them. At the very least, touch base each day with the Knight and ask them how things are going.

Engineer - Overview

TAP Athlete Type: Engineer

The Independent Athlete

Characteristics:

- Enjoys thinking things through and finding a solution
- Prepares for the worst
- Cautious and careful to avoid mistakes
- Good at understanding complex tactics
- Honest, straightforward, admits faults
- Is often comfortable going with the flow and defers to others
- Maintains a set of values
- Will dig in and become stubborn when values are compromised or others are illogical
- May be quick to show frustration or anger
- Seeks to conduct practice repetitions until mastery

Prominent NFL Members:

- Aaron Rodgers, QB
- Antonio Gates, TE
- Steven Jackson, RB
- Ryan Mathews, RB
- Marques Colston, WR
- Odell Beckham, WR
- Kevin Williams, DL
- Antoine Bethea, DB

Prominent MLB Members:

- Tim Lincecum, P
- Cole Hamels, P
- Jordan Walden, P
- Homer Bailey, P
- Lorenzo Cain, OF

Other Sports:

- Eric Lawl, Lacrosse

Strengths:

- Honest & straightforward
- Carefully thinks through decisions
- Good at sticking with a routine

Weaknesses:

- May be too blunt or difficult socially
- May not push themselves hard
- Resists change without good reason

Engineer - Coaching Tips

Coaching the **Engineer**, the **Independent Athlete**

What **Style** will most help

The coach should strive to demonstrate predictable responses to things -- be consistent. Calm, composed and objective is what this type needs.

When giving **Praise**

With this type, focus on logical / accurate praise rather than emotional / supportive praise.

After Making a **Mistake**

Criticise this type carefully. Point out the mistake and then give them room to consider.

How to Best **Relate**

This type prefers a logical and concise environment. Throwing in too much emotional content will bother them.

When Giving **Instruction**

When instructing this type, always include the logical reasons why something is being done. Everything needs a reason.

When **Motivating**

If you push this type, be very gentle. Give them a rationale or reason for the goal or planned task.

After a **Setback**

This type is prone to slumps. They often blow setbacks out of proportion and stay upset. After a setback, the coach should talk to them and offer logical advice and constructive efforts.

Getting the Most From **Practice**

This type needs help getting organized. They may even enjoy practice more than competition.

Engineer - Narrative

Introduction

The one **defining characteristic** of Engineers is that they *prepare for the worst*. This is a very dominant tendency and according to research-supported theories (Zajonc), people go to their most dominant tendency when under pressure. Thus, the greater the competitive pressure, the more likely an Engineer will display this response.

Effects of defining characteristics

Preparing for the worst could be a weakness in one situation and a strength in another situation. A coach may want a goalie to be prepared for the worst at all times. In other words, an Engineer probably seldom drops their guard; they stay on their competitive toes. The Engineer who is traveling to compete probably never forgets to pack their equipment, including bringing some backup items. On the other hand, a Quarterback who is an Engineer may be too quick to tuck the ball and run instead of waiting for a receiver to get open. Another example would be golf. An Engineer may make a poor decision in club selection or will overcompensate by hitting the ball too far away from a hazard. On a team (and individual) level, an Engineer-like behavior we often see is that the team has a big lead because they came out playing with intensity but now they become cautious and conservative only to let their opponent get back in the game as the announcer is describing how momentum has shifted.

Engineer traits during competition

Preparing for the worst is the dominant trait and the most common associated response of this trait is to *overcompensate*. The examples are too numerous to mention but a couple might illustrate. Think about the Pole Vaulter or Long-Jumper who does not want to scratch. Their whole approach will be to avoid this mistake, even if they do not attain optimal loft. Another example might be a defender who over-adjusts when they start to sense the offense is trying to create a mismatch. Another way that the trait of *preparing for the worst* might be expressed is that the first step of the Engineer tends to be a step backwards. For instance, you might see a defensive back or centerfielder start backpedaling as the ball is snapped or the centerfielder hears the crack of the bat. A very similar tendency is for the Engineer athlete to abandon proper stance because they want to stand higher and see the entire field or court. This causes them to get out of position. The Engineer also tends to "bite" on a fake kind of play or move by the opponent. It's because they are thinking about the worst possible scenario and a well-designed fake will trick them. Lastly, in general, the Engineer is not more distractible, but things like trash talk from the opponent will get under their skin a little quicker.

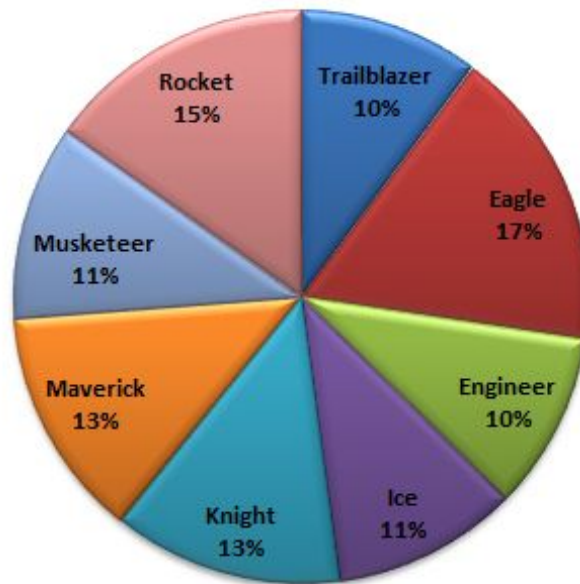
Helping the Engineer

Engineers should be encouraged and reminded that the time to make mistakes and experiment with trial and error is at practice. Engineers will sometimes practice things which they have already mastered instead of working on things that they are not very skilled at. Also, help them realize that sometimes "pretty good" is good enough to pull out a win. In other words, help them avoid the trap of trying to be a perfectionist. Finally, have them focus on the positive, such as seeing themselves making the shot. Practicing positive imagery is a great tool for an Engineer to employ. Coaches, parents and teammates often try to be positive but their supportive comments backfire because of what is known as the Law of Reverse Effect. A simple example is to turn to someone and say: "Close your eyes, whatever you do, don't think of a pink elephant." Almost always, the person ends up thinking about a pink elephant. People trying to support the Engineer will sabotage their efforts if they say things like: "Whatever you do, don't miss the putt." Help the Engineer focus on the positive by describing the positive, like: "I know you will nail this!"

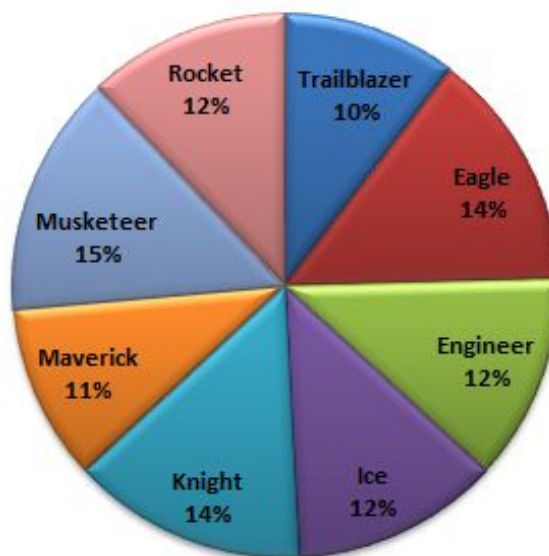
Athlete Types Distribution

As one would expect, the TAP Athlete Types distribution varies across genders, sports and positions. The charts below provide details on the distribution generally among athletes across all sports plus distribution across the entire NFL® and the quarterback (QB) position and across the entire MLB® and the pitcher (P) position. These distributions represent over 30,000 elite athletes from NFL®, MLB®, NBA®, MLL®, collegiate and US Military Special Forces TAP assessments. A large majority of these athletes are male, but the female percentage in the overall TAP database is rising rapidly as the TAP expands further into collegiate & high school athletic programs.

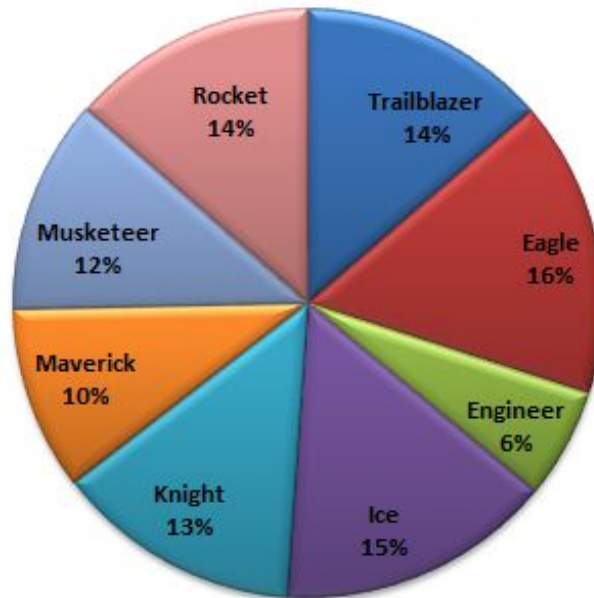
TAP Athlete Type Distribution - Males



TAP Athlete Type Distribution - Females

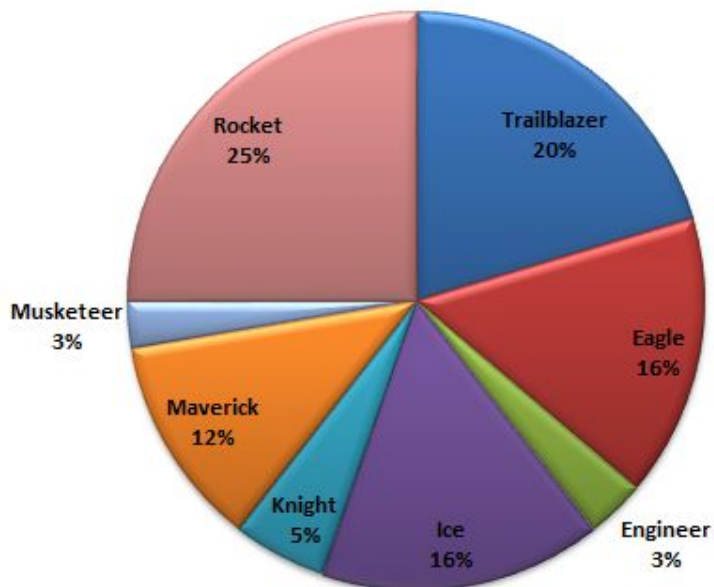


NFL® Players TAP Athlete Type Distribution



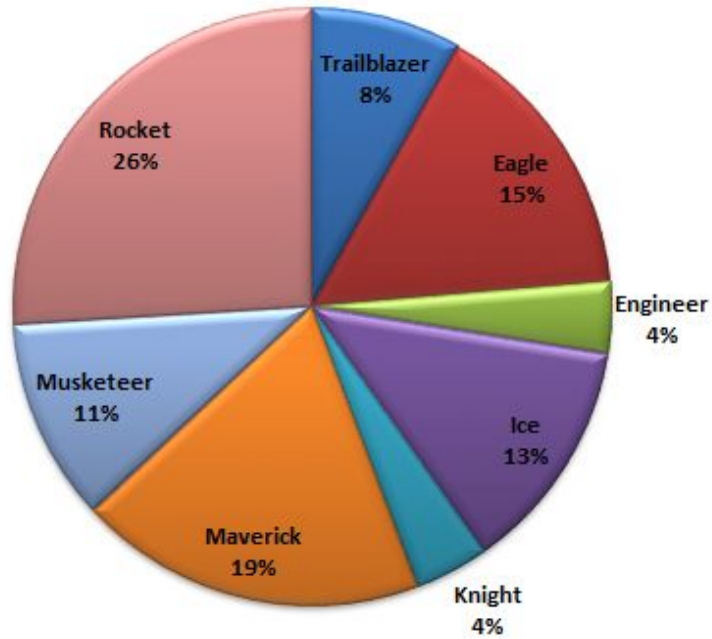
Notice how the Rocket type dominates the Quarterback position in the NFL. Whereas the Engineer type, at 10% among all athletes, is only 6% of NFL players and 3% of NFL Quarterbacks.

NFL® QB's TAP Athlete Type Distribution



MLB Distribution

**MLB® Players
TAP Athlete Type Distribution**



Notice how MLB Pitchers closely track all MLB Players in TAP Athlete Type distribution. This is quite a contrast with how different NFL Quarterbacks are from all NFL Players in TAP Athlete Type distribution.

**MLB® Players - Pitchers
TAP Athlete Type Distribution**

