

TALENT ASSESSMENT SYSTEM

STEP 1: REDEFINE TALENT

Talent = Ability X Character X Culture

Ability = Technical Skills + Tactical Skills + Athletic Skills

Check Out [Coaching Culture Episode 41 with Stuart Armstrong](#) for more on this idea.

Check out this [article](#) to learn about the trap of [Naturalness Bias](#), and how it could be destroying your culture.

STEP 2: IDENTIFY THE SKILLS YOU VALUE AS A PROGRAM

Example from A Basketball Team

Ability			Character	
Technical	Tactical	Athletic	Performance	Moral
Shooting	Court Vision	Quick	Hardworking	Selfless
Finishing	Playmaker	Length	Competitive	Honest
Ball Handling	Fast Pace	Endurance	Resilient	Respectful
On Ball D			Disciplined	Humble

Depending on the sport, it may be necessary to have multiple **Ability breakdowns by position.

STEP 3: DETERMINE HOW SPECIFIC YOU WANT YOUR SCORING TO BE

Examples:

Youth Soccer Team: Scores **Areas** [Ability + Character]

High School Hockey Team: Scores **Skill Levels** [Tactical + Athletic + Performance + Moral]

Collegiate Basketball Team: Scores Each **Skill** [Shooting, Finishing, Length, Hardworking, Honest, Etc.]

*Regardless of how specific you are in your scoring; Step 2 is important because it helps you determine what you are looking for in those areas and skill levels.

STEP 4: DETERMINE YOUR BASELINE

Using current players on the team (and, potentially, former players), determine who is the BEST and who is the WORST in each scored category and give them a score (**area**, **skill level**, or **skill**).

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Sample Baseline Scoring Sheet (Skill Level)

Skill Level	Top	Bottom
Tactical	Archie-9	Kevin-4
Technical	Dennis-8	Tyler-5
Athletic	Michael-10	John-3
Performance	Kevin-9	Michael-3
Moral	John-10	Archie-2

*I've given a sample based on skill level, but you could do it for whichever category you picked in Step 3.

STEP 5: EVALUATE EVERY PLAYER ON THE ROSTER

Now that you have a baseline for best and worst per breakdown, rank your other players within the baseline by comparison. Every player should have a score from 1-10 in each area, and they should be inside the best and worst from your roster.

Sample Scoring Sheet (Area)

Player	Ability	Character	Total Score
Dennis	7	6	42
Jaylen	9	3	27
Tyler	8	5	40
Michael	8	7	56
John	9	5	45
Carter	8	2	16
Phil	7	7	49

*I've given a sample here based on area, but once again, you can do it in whichever category you used in Step 3 and Step 4.

STEP 5: SET STANDARDS, RULES, AND GUIDELINES

The following are some examples of how coaches have tried to determine which players to select/recruit:

- Never select/recruit a player with a 5 or less in character or a 3 or less in ability.
- Our final roster needs an average performance character score of 7.5 and an average moral character score of 6.

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- We need to recruit/select 3 players with 8 or above in shooting, and 5 players with 7 or above in finishing.
- When it comes to final selection, pick the top ability players with a character score over 5.
- Roster will be selected by picking the top 20 players with the highest total score, with no area score of 6 or less.

STEP 6: ALWAYS LOOK TO UPGRADE IN EVERY AREA

Player comparison is a harsh but valuable tool when selecting your team. Nobody has been better than the New England Patriots at selecting players over the last decade. One of the Patriots' core principles is to begin every season looking to improve each position. Can we find someone better suited for this role?

STEP 7: BUILD A STRONGER CULTURE

The final piece of the talent equation is culture! The stronger your culture, the greater the multiplier of ability and character. Our culture is first shaped by the people who are a part of it. Check out [Coaching Culture Episode 57 from James Clear](#) for more on this very idea.

Need a personalized system for you? Whether simple or complex, I'll build you personalized assessment sheets with an Excel file, so you can assess every player in the history of your program. Just send me a message, and we can connect to discuss what this will look like for you.

J.P. Nerbun
jpnerbun@thriveonchallenge.com
(423) 653-1461