

SAMPLE



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GOLF

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2

About the card sort

- The cards describe competencies, behaviours and qualities of golf.
- The sort should be completed in a conversation with a coach, parent or mentor.
- The cards should be used to identify competencies to grow into super strengths or areas to work on.
- On the back of the cards are ideas for actions to support development planning.
- Use the cards at the beginning and end of the season, and following key milestones.

Categories of generic competencies include:

- mental skills
- self
- athlete life
- health
- physical
- tactics
- technical skills

Turn over to see the full list of competencies.

Mental Skills	Self	Athlete Life	Health	Physical	Technical Skills
Performance Focus	Team Values and Culture	Managing Time and Energy	Health	Endurance (Aerobic)	Drive
Motivation and Passion	Leadership	Sponsorship and Athlete Brand	Women's Health	Recovery	Lay Up
Resilience	Communication	Financial Skills, Facilities and Equipment	Robustness	Flexibility, Balance and Timing	Approach Shot
Self-Belief and Confidence	Programme Ownership	Future, Change, and Career Planning	Mental Health and Wellbeing	Strength/Explosive Power	Recovery/Punch Shot
Performance Preparation	Drive and Ambition	Circle of Support	Injury Recovery		Pitch Shot
Performance Review	Competitiveness	Relationships	Sleep	Tactics	Chip Shot
Practicing Pressure	Work Ethic		Nutrition	Course Management	Bunker Shot
Mastery	Identity, Purpose and Self-Awareness			Analysing Course Conditions	Putting
Deep Practice	Continuous Growth			Club Selection	
Composure				Understanding Club Distances	

2

How to use the cards

ATHLETE

1

SORT FOR STRENGTHS

Sort the cards into roughly three even piles with the following black cards forming the top of each set:

- high/strength
- middle/average
- low/work-on; and
- not applicable.

Sort based on your highest level of competition.

2

EXPLAIN/RECORD

Explain reasons for placement, focusing on strengths and areas to work on. Take a photo or fill in the worksheets to record placement to refer back to on review.

3

PRIORITISE

Once completed, pick up the cards sorted as areas to work on. You may also wish to select some strengths to include in your development plan that could become super strengths. Flip over the header cards and sort again for priorities for the next season or training block using the black cards (high, medium, low). Aim to narrow down to not more than two development priorities per category.

*Once you have identified your priorities, turn over the cards.
The back of the cards have development planning ideas.*

Please Turn Over

2

How to use the cards

COACH/ MENTOR

1

INTRODUCTION

Explain the purpose of the process.

Explain the process (see website for more detail) and discuss confidentiality.

Check for comfort and questions.

2

GUIDE

Guide the process.

Question, clarify and summarise to help the athlete identify the critical priorities.

Listen with an open mind, avoid making judgements.

3

PLAN

Record placement of cards with notes. Select priorities emerging from the second sort and identify development actions (see ideas on the back of cards) in collaboration with the athlete.

TIP: You can complete a separate card sort for comparative discussion.

STRENGTH



COMPETENCIES ASSESSED AS A STRENGTH AT THE HIGHEST LEVEL
OF COMPETITION, IN RELATION TO OTHER COMPETENCIES

HIGH PRIORITY



COMPETENCIES ASSESSED AS A HIGH PRIORITY FOR
THE NEXT COMPETITION AND TRAINING BLOCK

MIDDLE/AVERAGE



COMPETENCIES ASSESSED AS MIDDLE AT THE HIGHEST LEVEL
OF COMPETITION, IN RELATION TO OTHER COMPETENCIES

MEDIUM PRIORITY



COMPETENCIES ASSESSED AS A MEDIUM PRIORITY FOR
THE NEXT COMPETITION AND TRAINING BLOCK

WORK-ON



COMPETENCIES ASSESSED AS AN AREA TO WORK-ON AT THE HIGHEST
LEVEL OF COMPETITION, IN RELATION TO OTHER COMPETENCIES

LOW PRIORITY



COMPETENCIES ASSESSED AS A LOW PRIORITY FOR
THE NEXT COMPETITION AND TRAINING BLOCK

NOT APPLICABLE



THESE ARE EITHER NOT APPLICABLE OR TO BE SORTED AT A LATER DATE



MENTAL SKILLS[©]

— SORT CARDS —



Performance Focus

- I am able to maintain my focus on doing what I need to do, regardless of the level of competition.
- In adversity, under pressure or following unexpected events, I will:
 - Acknowledge my thoughts and feelings in the moment.
 - Use strategies to actively manage my emotions and reactions (e.g., self-talk, imagery, affirmations).
 - Focus on the process, not the outcome.
 - Continue to communicate (through words and actions) positively and effectively.
 - Maintain my confidence.
 - Make rational decisions.

Developing Performance Focus

Experiment with ways to stay calm, manage focus and eliminate distractions

Feeling stressed or anxious affects your focus. Set up situations in training where you could get distracted (e.g., under fatigue, situational pressure).

In these situations, practice different strategies to stay present, e.g., breathing control, imagery or visualisation, cue or focus words, and/or thought dumping/stopping.

Reflect on the consequences

Discuss with someone (a mentor or coach) what the outcomes and impacts of losing your composure are. Discuss high profile examples.

Identify your triggers

Consider what triggers you away from focusing on the present. Build a plan to manage these, testing out how quickly you can refocus.

Key moment planning

Focus is having less in your mind. Use a journal to identify and plan your focus for key moments that may arise. Quiz the consistent performers in golf on their strategies. Evaluate your focus at training as well.

Focus on what you can control

Draw a circle. Inside the circle write down everything about your performance that is within your control. Next, write down everything that is outside of your control outside of the circle. Observe and review how much time you spend thinking and worrying about things outside of your control.

Become actively aware

Keep a journal/daily training diary in which you rate yourself every time you train or play. Simple daily evaluations are critical to improving your focus because you are building a habit of being consciously aware.



Composure

- Cool under pressure.
- Does not become defensive or irritated when times are tough.
- Can be counted on to hold things together during tough times.
- Can handle stress.
- Is not knocked off balance by the unexpected.
- Doesn't show frustration when resisted or blocked.
- Continues to communicate positively and effectively under pressure.
- Maintains confidence.

Developing Composure

Reflect on the consequences

Discuss with someone (a mentor or coach) the outcomes and impacts of losing your composure. Discuss high profile examples.

Experiment with ways to stay calm, manage focus and eliminate distractions

Feeling stressed or anxious affects your focus. Ask other athletes what they do to manage their mood and focus and stay calm in high-pressure situations. Experiment with different strategies, e.g., breathing control, routines, music, mental imagery or visualisation, cue or focus words, perceptual positioning (NLP) and/or thought dumping/thought stopping.

'Key moment' planning

Performance preparation is key to maintaining composure (*see performance preparation card*).

Write down key moments that might arise and plan what you need to focus on at this time. Assess key moments where you have been super composed or times you have lacked composure, and reflect on what you were thinking. Discuss these moments and the outcomes with a training partner or coach.

'What if' planning

Brainstorm some 'what if' scenarios with a mentor or coach and plan what reaction(s) you will have to each scenario so that you have pre-planned your responses.

Focus on what you can control

Draw a circle. Inside the circle write down everything about your performance that is within your control/sphere of influence (e.g., your actions and attitudes). Next, write down everything that is outside of your control, outside of the circle. Observe and review how much time you spend thinking about and worrying about things on the outside. Practice focus activities.

Also, see performance focus card.



SELF Raise My Game[®]

— SORT CARDS —



Team Values and Culture

- Aware of self and impact on others.
- Is a guardian (has kaitiaki) of team values (during both good times and bad times) and encourages others to do the same.
- Is widely trusted. Contributes to team feedback and is seen as a direct, truthful and humble individual.
- Respects and trusts the coaches/leaders, and shows confidence in others.
- Understands role in the team, is selfless, and willing to support the development of others.
- Doesn't misrepresent him/herself for personal gain.
- Can quickly sense what will help or hinder the team.
- Can see the bigger picture (i.e., not just where I am headed, but also where I come from).
- Has considered the whakapapa of the group (i.e., the story of the group, land, or water that we perform on).

Developing Team Values and Culture

Understanding our culture

- Has your team discussed how they are seen from the outside, and how they want to be seen?
- Has your team discussed what moments or events have created those perceptions and how you might go about changing them?
- Is everyone absolutely clear on what behaviours are expected within the 'desired' culture and which are not?
- Have you discussed scenarios and what you would be expected to do?
- Have you discussed consequences of falling short of expectations with the team?

- Does your team integrate team values into review and reflection of team performance? e.g., if courage is a team value, do the team use courage as a way to reflect on performances, or look for moments of courage on the field.

Supporting the leaders

What feedback loops have been set up? How does the coach best receive your feedback? Discuss your ideas and observations with your coach, and work together to build the culture you desire. If you are a junior member of the group speak to someone you trust, who has the influence to take action.

Reflecting on the past

Reflect on the times when you have known a behaviour was outside of what is expected. Reflect on what action you took and what your motivations were. Reflect on any barriers to taking action and how you would approach the situation in hindsight.

Knowing why it's important

Have you drawn a clear line of sight between the impacts/consequences of not respecting team agreements and the success of individuals within the group?

Using humble enquiry

If you see or hear something that doesn't sit right, try asking a humble question to check others' perceptions.



Leadership

- A role-model in all things within the team/group, sport and community.
- Supports other individuals, especially young athletes to perform at a higher level.
- Communicates well, inspires through actions and words.
- Supports the coach(es) to build a team/group culture and vision; encouraging commitment to any team goals.
- Is a guardian of team values and contributes to team spirit.
- Is committed to what needs to be done.

Developing Leadership

Self-leadership

First and foremost, you are a leader of self. You have a responsibility to lead through your actions. Ask others how they perceive you and reflect on whether you are a role model to others. Are you committed and dedicated? Do you use initiative? Do you consistently demand excellence of yourself and others?

Is leadership for you?

Do you see yourself as a leader? Just because you are a senior athlete, this doesn't mean that you have to take on a leadership role.

Be conscious of your influence on others

If you are respected by others, you are a leader whether you are formally called a leader or not. Is your influence on others positive? Do you openly support the other leaders in the group, the coaches and management? Do you hold yourself accountable to the team/group/club's standards?

Building connections

Build knowledge of others to form a deeper connection to them outside of sport. Seek to understand what they bring into the environment and where they come from. Think about how you are cultivating their sense of belonging and connectedness. Show you care.

First steps

Talk with your coach about what opportunities there might be for you to take a leadership role. Start with small leadership responsibilities.

Find role models

Identify some leaders that you know and respect. Research them or ask to meet with them to find out about their experiences as a leader.

Encourage others to lead

Good leaders delegate and create space for others to show leadership too (sometimes all others need to show leadership is an invitation).



ATHLETE LIFE[®]

— SORT CARDS —



Managing Time and Energy

- Concentrates on the most important priorities.
- Has structure within each day.
- Manages device/screen time.
- Uses a diary and/or calendar.
- Uses down time wisely to recharge my energy.
- Knows that priorities change at different times.
- Life is mostly stable and well balanced.
- Has friends and interests outside of sport that allow some variety, challenge and stimulation.
- Is OK with things outside of control.

Managing my Time and Energy

Noticing when things are out of balance

When things get out of balance, you may start to feel stressed or anxious. Do you know what behaviours others would see that reflect a healthy or unhealthy balance?

Reflect on your life balance weekly, and if you notice a series of low scores or downward trend over weeks, talk to someone trusted in your inner circle of support about what changes are needed.

Plan your down time

Look at your schedule, and plan when you have spare time that you could use. Think about how best you can use this time to refresh mentally and physically.

Set aside time to plan

Set aside time on a Sunday night to plan your week and then take 10 mins each morning to plan your priorities for the day.

Examine how you spend your time

Is your life one-dimensional? Do you spend all of your time playing golf and only hang out with people related to golf? Having another way to engage the brain, e.g., study, a job or interest, can help you stay fresh, continue to enjoy golf, work towards a career after you retire, and provide perspective.

Device time

Set limits for your device time and avoid screen time in the 30mins before sleep.

Planning in and using breaks effectively

Look at whether you can plan a complete break in your annual programme. Use this time wisely to refresh; e.g., try something new, do something outside your comfort zone, meet new people. TIP: keep your fitness up during your break through cross training.

Managing priorities

Write a list of everything you have to do in priority order. Look down your list and draw a line between the things you 'have to do' and the things that you can delete, defer, or delegate. Now set about 'managing' the things below the line to move them off your short term 'to-do' list.



Future, Change, and Career Planning

- Has a plan for at least the next year (i.e., income source, living arrangements, sporting competition plans, etc.).
- If at school or studying, is actively preparing for the transition into part-time or full-time work.
- Knows what careers are of interest and is developing skills, experience and/or networks in this area.
- Has a transition plan for any upcoming changes.
- Has a strong support network to navigate through changes and support settling into new routines (may take six to 18 months).

Tips for Future, Change and Career Planning

Not sure what career you would like to follow?

- Write down your strengths/talents and what you are passionate about.
- Write down the times in your life you have been in flow (when everything has clicked and you've been in your element). Identify industries or the type of work you are interested in.
- List jobs in which your skills, passions and interests were being used.
- Research; have conversations with people you know in careers you are interested in.
- Consider study options to work towards a career pathway.

Need a job that works in with golf?

Make a list of the job parameters that would be ideal:

- How many hours per week?
- What days/times you would be available to work?
- How much flexibility you would need to attend competitions?

Identify jobs that may fit this profile. If you have no experience in this area, consider what work experience would support your application. Prepare your curriculum vitae and identify a list of people/businesses to approach. Search job advertisements.

Building a network of support

- Make a list of the areas of your life you might need some help/support with (e.g. somewhere to live, finding a part-time job).
- Identify people in your current circle of support and ask them to make introductions to people who may be able to help you in these areas.
- Talk to other athletes who have followed a similar path, and ask them for help identifying people who may be useful connections during your change journey.
- Ask your regional or national sporting organisation for any contacts or relationships they have that may help you through your change journey.



HEALTH

SORT CARDS



Health

- Is consistently able to turn up to training and competitions healthy and ready to go (no ongoing sickness or health challenges).
- Has self-care routines to maintain health.
- Will proactively see the GP with any health concerns.
- Has a positive body image and healthy eating habits.
- Is able to manage health during travel, including adjusting to time zones and new sleep routines.
- Is able to train and compete at altitude and in heat within normal adaption expectations.
- No addictions (i.e., drugs, alcohol, gambling).

Tips for Good Health

General health, body image, addictions or mental health

If you have concerns, talk to someone in your trusted circle to support you to seek help from a GP, counsellor, or clinical psychologist.

Sleep

If you are struggling with sleep, look at your sleep habits:

- Does your bedroom environment promote consistent, uninterrupted sleep?
- Do you have a stable sleep schedule?
- Is your bedroom comfortable and free of disruptions?
- Do you follow a relaxing pre-bed routine?
- Do you have healthy daily routines and habits that contribute to supporting your sleep?
- Do you know how much sleep you need?

Seek professional help if you are struggling with getting the right amount or quality of sleep.

Build your knowledge

Identify someone in your circle of support that will have access to research and specialist knowledge on athlete-specific approaches to subjects such as travel, altitude, and heat.

Also, see women's health, sleep and nutrition cards.



Women's Health

- Understands the importance of menstrual cycles and the role hormones play in recovery, bone, and overall health.
- Is knowledgeable about menstruation and what is normal.
- Knows when to ask for help in relation to pain, bleeding, or other menstruation symptoms. Feels confident to be able to manage symptoms well.
- Can identify the key markers for menstrual health and knows who to contact if she notices any problems.
- Understands that contraception is a choice and is well-informed about the full range of choices available. Knows where to seek help, and has the information and support to make contraception decisions.
- Is aware of common female health issues such as premenstrual syndrome, dysmenorrhea (very painful menstruation), menorrhagia (very frequent or heavy menstruation, amenorrhea (not starting periods until after age 16 or missing more than three periods in a row), endometriosis, and polycystic ovarian syndrome.
- Has positive support from coach/sport to talk about and manage women's health issues.

Tips for Women's Health

See your GP

Ask your GP or sports doctor for information on women's health issues related to sport. Did you know that endometriosis and polycystic ovarian syndrome affect around 10% of all women? Recent research has highlighted the prevalence of girl's and women's health concerns but also that they are under-recognised and under-reported. This means they are diagnosed late and the side effects and outcomes made worse. Don't put up with any negative symptoms which impact what you choose to do or how well you perform. Ask and seek support and help.

Support from your coach/sport

If you have concerns about managing women's health issues in relation to performance or training expectations, identify someone within golf or circle of support that can help you to get understanding and alignment with your health needs.

Managing your whole health is key to menstrual health

Wellbeing is a balance of social, emotional, physical and mental health and together they are key to your performance as an athlete. Your menstrual cycle is sensitive to imbalances in your health. Keeping a 'balance' is critical to your cycle and hormones.

Improve your menstrual health knowledge

Did you know that menstrual cycle hormones can affect metabolism, bone density, hydration, immune response, pain tolerance, body temperature, weight, muscle recovery, injury risk, mental health and many other aspects of health and performance? Get informed, and regain choice and power over your body.

Check out:

- HPSNZ website, WHISPA.
- Sport NZ balanced female health handbook and infographic, sportnz.org.nz/balanced-female-health.
- Australian Institute of Sport, female performance initiative.



PHYSICAL SKILLS[©]

— SORT CARDS —



Endurance (Aerobic)

- Enough aerobic fitness to maintain concentration and technique, throughout a match and tournaments (i.e., may be multi-round days or events).
- Can perform in a state of fatigue.



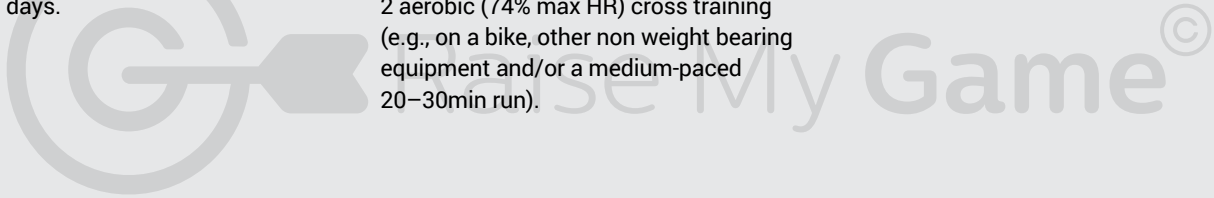
Developing Aerobic Fitness

Building load tolerance

Slowly increase your ability to play a number of rounds in a day on consecutive days in order to build load tolerance and avoid the impacts of fatigue after playing multi-round days.

Endurance training

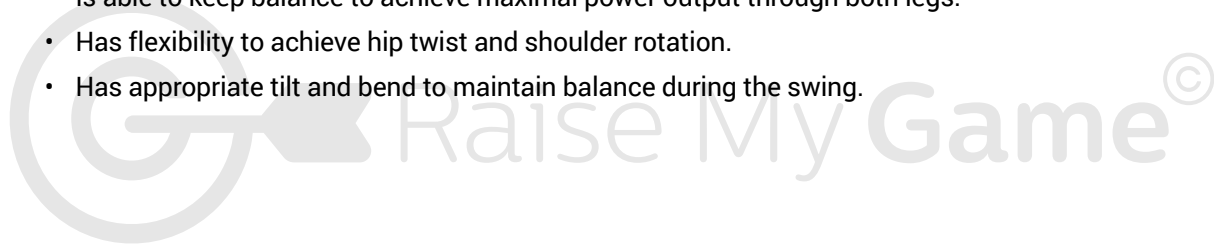
Depending on the number of games played each week, you may want to supplement with some fast-paced walks (duration would be similar to playing a game), or some zone 2 aerobic (74% max HR) cross training (e.g., on a bike, other non weight bearing equipment and/or a medium-paced 20–30min run).





Flexibility, Balance and Timing

- Good movement technique and timing in all angles of movement.
- Is able to keep balance to achieve maximal power output through both legs.
- Has flexibility to achieve hip twist and shoulder rotation.
- Has appropriate tilt and bend to maintain balance during the swing.



Developing Flexibility, Balance and Timing

Components of Balance and Timing

Work with a strength and conditioning specialist to develop a programme that works on the different aspects of balance and timing, including:

- Balance – the ability to maintain equilibrium when stationary or moving (i.e., not to fall over) through the coordinated actions of our sensory functions (eyes, ears and the proprioceptive organs in our joints).
- Static Balance – the ability to retain the centre of mass above the base of support in a stationary position.
- Dynamic Balance – ability to maintain balance with body movement.
- Speed – the ability to move all or part of the body quickly.
- Strength – the ability of a muscle or muscle group to overcome resistance.
- Co-ordination – the ability to control the movement of the body in co-operation with the body's sensory functions e.g., catching a ball (ball, hand and eye co-ordination).

Developing Timing

Consider whether your programme includes adequate repetition. Look at how you are analysing your timing (e.g., body awareness, coach feedback, use of video analysis).

Developing flexibility

Include stretching in your daily routine. Once you are warmed up use dynamic stretching prior to your game, and static stretching after a game. Target areas of your body that most need it and make sure the muscle overload is progressive.



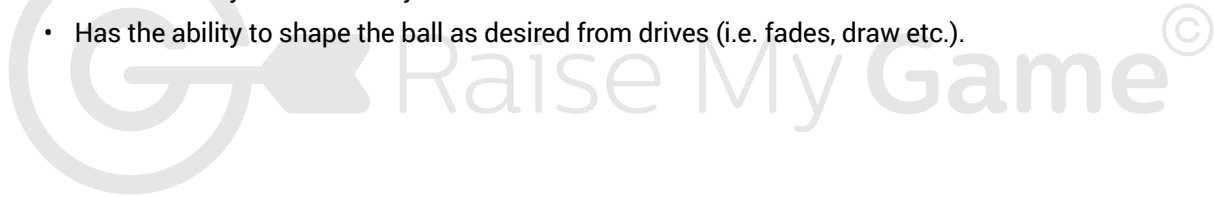
TECHNICAL SKILLS[®]

— SORT CARDS —



Drive

- Has the ability to achieve the required loft from drives.
- Achieves good distance from drives.
- Has the ability to find fairways from drives.
- Has the ability to shape the ball as desired from drives (i.e. fades, draw etc.).



Developing Drive

How to work on your drive

Practice executing driving in various scenarios and pressure situations, e.g., different golf match formats, against different opposition, in different quality level events/tournaments, on different golf courses, etc.

Technique

Understand the technical skill execution required. Knowledge could be gathered through:

- Talking to experts (coaches, other athletes).
- Watching videos of the best in the world.
- Videoing yourself or getting someone to watch you and give feedback.

Training scenarios

Set up training scenarios that develop your drive shots.

Work on your weaknesses

Target your practice to ensure you have a rounded game. Don't just practice your strengths!



Lay Up

- Can control distance.
- Has accuracy to avoid hazards, bunkers, etc.
- Has the ability to set up the approach shot.



Developing Lay Up

How to work on your lay up

Practice executing lay up shots in various scenarios and pressure situations, e.g., different golf match formats, against different opposition, in different quality level events/tournaments, on different golf courses, etc.

Technique

Understand the technical skill execution required. Knowledge could be gathered through:

- Talking to experts (coaches, other athletes).
- Watching videos of the best in the world.
- Videoing yourself or getting someone to watch you and give feedback.

Training scenarios

Set up training scenarios that develop your lay up shots.

Work on your weaknesses

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TACTICS

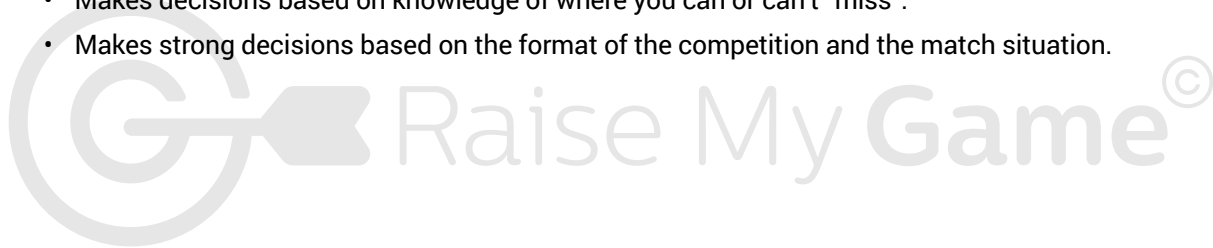
©

— SORT CARDS —



Course Management

- Completes pre-planning to prepare a strategy for each hole.
- Makes decisions based on knowledge of where you can or can't "miss".
- Makes strong decisions based on the format of the competition and the match situation.



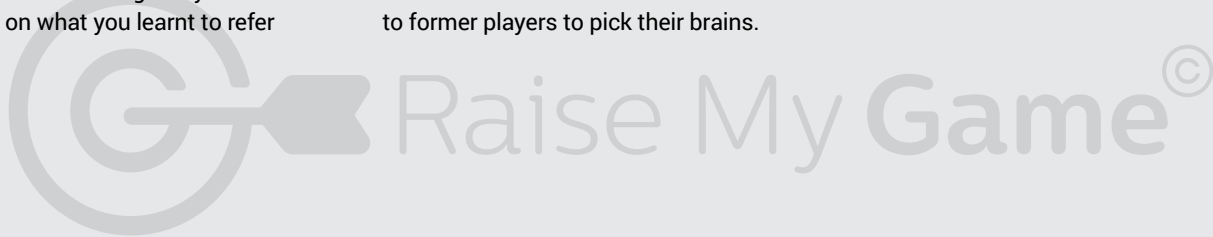
Developing Course Management

Match review

Review your decision-making in relation to the match strategy, risk taking, and competition format alongside your coach. Keep notes on what you learnt to refer back to.

Learn from history

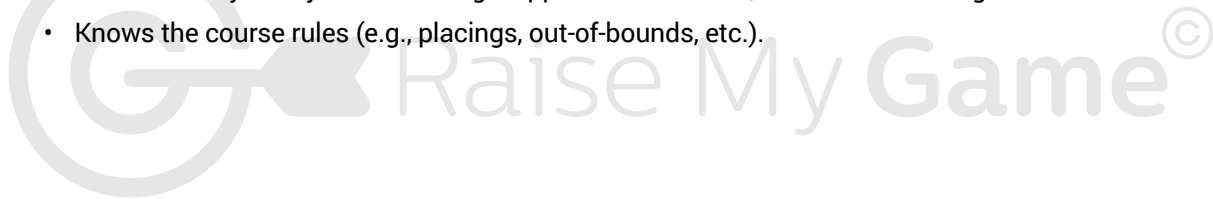
Become a student of the game. Watch videos of top players, analyse the strategy and decisions made. Read books and talk to former players to pick their brains.





Analysing Course Conditions

- Completes an assessment of the course conditions (e.g., wind direction/strength, greens speed) on the day and adjusts strategy accordingly.
- Has the ability to adjust the strategic approach mid-round, if conditions change.
- Knows the course rules (e.g., placings, out-of-bounds, etc.).



Developing your Analysis of Course Conditions

Match review

Review your decision-making in relation to the course conditions and rules alongside your coach. Keep notes on what you learnt to refer back to.

Learn from history

Become a student of the game. Watch videos of top players, analyse the strategy and decisions made. Read books and talk to former players to pick their brains.

Practice and play in different conditions

Develop an understanding of your strengths and weaknesses, by practicing in different weather conditions. Aim to practice in a range of different conditions.

