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Development theoretical and conceptual model of athletes competence with a focusing particularly on behavior - Personality factors effective for novice athletes success

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Abstract

The purpose of the present study was to develop a competency theoretical model with focusing on the effective factors over success. Competency play a central role in promoting sport success and enhancing the performance of athletes and teams. Competency theoretical model a three - criterion model that is based on the physical, technical, behavior – personality and knowledge criteria. Lifelong success has several important components these components are positive habits and action that athletes can applying into your sport life. Identifying the key competencies would be more beneficial in competency research. The purposes of the current study are first the study introduces behavioral personality characteristics as a talent dimension for identifying of competencies in sport organizations. Second, the study attempts to determine key competencies needed for athletic directors. The third purpose of this study is to propose a Competency model that is applicable to athletic directors.

Keywords: Development, theoretical, conceptual, competence, focusing particularly, Personality

Introduction

Ideally, athlete's roles, athlete's qualifications and athlete's competences would be closely correlated. Lifelong success has several important components these components are positive habits and action that athletes can applying into your sport life. Competences are the key factors that affect the efficiency of learning and performance and to predict learning output is efficient. Thus identify and measuring behavior - personality competency is concerned as one of competency elements associated with successful performance in the sport. When sports teams apply of merit or competency models to choose and selection of beginner individuals makes that the athletes will have a longer life and their honor not be limited solely to once and beginner athletes in order to performance improved will be able to tolerate more intense training. When in examination and assessment of competence be sufficient only to physical and technical components not only the full picture is not provided but can be shortened sports success. Today it is important to identify the competences in the competitive environment. Rapid development of competency-based approaches and its application in the development of athletes more than anything the result of the benefits that had this approaches. The primary objective of this study was to identify characteristics that could be used to improve the novice athletes' education programs as well as the effectiveness of youth sport. As well, coaches successfully integrated the principles of into their coaching practices. The sport community and sport clubs recognize the need for a common set of criteria to inform the development and qualification of novice athletes. The purpose of the model is to provide a recognized reference point for the education, development and recognition of novice athletes. The model is an enabling tool for all those involved in coaching and the development of athletes. The model will provide a mechanism to assist in defining minimum standards for training and evaluating athletes, as well as enhancing the effectiveness of athletes in various contexts. Benefit of creating model for development of the core capabilities as the basis for individual choices and a commitment in the early teenage years to one sport and an increase in the time, frequency and intensity dedicated to practice and competition.

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The focus is on building the technical, tactical, physical and behavior-personality and knowledge needed for performance at the current and next level of competition. Another benefit of creating model for development is that model provide a basis for identifying the key factors for coaches to focus on the different stages of progressive and improvement in order to young athletes commit to achieving a high level of performance in a specific sport.

To present an effective program that identified athletes' competences, athletes are responsible for developing their capabilities in a range of knowledge. To do so, they should seek additional experience, in formal and informal educational to operate effectively in his or her chosen domains and roles. Competency becomes more complex and important as athletes take on more responsibility. An athlete's primary mission is to help one own develop and improve, and to fulfil its aim requires a set of functional competences. So it stands to reason that athlete's education and development must entail the establishment of positive habit, effective behaviors, skills and attitudes, and not merely depending on physical factor. This model will foster coaching plans, decisions, systems and actions that enhance the sport experience for all sport organizations, coaches and athletes. This Model toward a Common Language for Coaches and supervisors'. Model development Athletes that meet the needs of Coaches and sporting organizations. Aims to improve the quality of sport and improved performance and increased lifelong participation in physical activity. Many of Studies in sport talent have focused on identifying physical and tactical Competencies among athletes but this study focused on the behavior –personality competencies rather than the physical and tactical competencies. While studying behavior–personality competencies provide meaningful insights to the managers, coaches and administration sport.

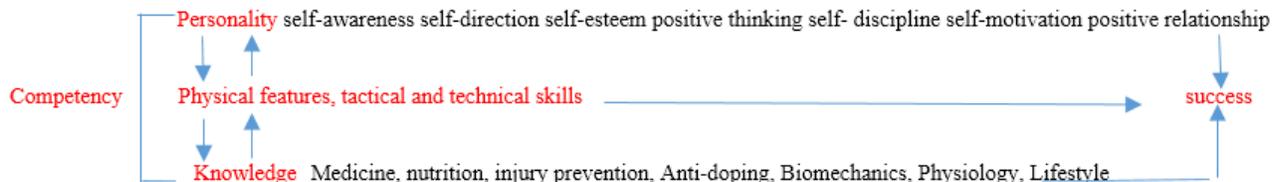
Is competency model necessary for success in the sport?

Model is recognized reference point, a common language and understanding in coaching for the education, development and recognition of athletes. Given that success is a process, not a destination? The current model is based on competency psychology for success with a certain order and regarding to the prerequisites for each stage seeks to help of the athletes to achieve a goals. The first step is; Self-awareness; means that who we are and having what special abilities and qualities. Second step is self –direction; the ability to set goal and effort toward its goal. Individual with self –direction can tell others where they are going and what they plan to do. Third step is Self-esteem that helps to individual effort toward their goals and help them believed that they are competency for success. Fourth step is Self-discipline means that individual learned how manage their times also success requires attempt and does not happen randomly. The five step is self-motivation; to have and maintain motivation must set goals for themselves. Sixtieth step is positive thinking; with positive thinking individual learn to hope to future. Finally, no one ever successes without assist, views and emotional support of others. Means

that pursuing and follow up the specific goals that have been identified. Once these steps have pass to successfully individual will be enable to stress manage and have been positive and responsible interaction with others. (Waitly, 2009). But what about the merits have greater importance the establishing a list of requires competencies at novice athletes level. In other words, a model provides ideal level for those looking to higher position and performance. Once competencies were identified, sport clubs can people's choice who are according to the model. Given that ever research has influenced from previous researches and bases for future researches. The current study seeks to with a method of analytical –deductive and exploration and with study exists approaches and views designing a model about competency for sport success. Therefore, in this context have been focusing on competence in general. Because competence is divided into two groups, one called specific competencies that related to the methods and skills in a specific field of activity and competence entitle general competence that these competencies are essential for all areas of activity.

It is necessary that to verify the proposed theoretical model explain the basis of the theoretical background of it topic. Competency, defined as “an underlying characteristics of an individual which is causally related to effective or Superior performance in a job” (Boyatzis, 1982, 1996) [1, 2]. According to Lucy (1999) [3]. Competency formula involved (intelligence + training + experience + skills + professional morality = competence). Mirabile defined competency in terms of the motivation+ personality + knowledge + skills + physical features + mental characteristics. Competence as the ability to select and use the features of the knowledge, skills and attitudes requires to function at an optimum level (Kirschner *et al.*, 1997) [4].

Individual competencies include: ability, knowledge, cognitive abilities, and mental abilities necessary to perform tasks, problem solving and effective performance at a specific task or a specific role (Mulder, 2001) [6]. According to Spencer and Spencer (1993) [7], there are three methods for studying competencies: using criterion Samples to differentiate superior performers from average performers, asking panel of experts to identify competencies, and a single case study. Given the importance of competency components model seeks to identify which one of personality- behavior factors appropriate for athletes' success. In the other word in selected the most qualified should be given to the ability of people. The athletic success theoretical model in order to achieve success have been referenced from theory of Waitley (2009) that introduce seven types of capital that can affect your success in life; respectively include self-awareness, self-direction, self-esteem, positive thinking, self-discipline, self-motivation and positive relationship. These seven types of capital are positive habits, thoughts and actions that novice athletes can applying in to your sport life. Competency model in current review research includes three categories behavioral – personality, physical and technical and knowledge that illustrated in following Fig.



subcategories in model of as mediator or mediating factors related to with the main components identified by the model and connects the model presented in this study is in seeking establishing a model for identify, enhancement and direction of merits and ultimately achieve success. This model seeks to provide performance criteria, identifying key competencies related to performance and identify individuals based on these criteria and training programs for the development of competencies required for athletes. Finally, current model seeks to present a clear structure of the competence components with a Focusing particularly on behavior - personality factors target population (athletes) in terms of assumed roles and responsibilities that should be undertake.

Discussion and conclusion

In the end, competency offer a way to do the smallest thing to make the biggest difference. Competencies are huge resources and potential areas of enormous growth. This model provides an opportunity to identify the real competencies used in the sport settings. Competency model examined in this study consists of three index physical and technical skills, knowledge and behavioral and personality positive habits. As noted success Psychology, the key concepts of psychology that aims to empower or improve one's athlete and the athletes to encourage the use of these skills and practice these skills to achieve success in their lives. Competencies, such as physical and technical characteristics and knowledge, are readily identifiable, measurable and education. But personality traits and behavioral competencies, while very important, cannot be identified easily and have the greatest impact on athletic performance in the long term. Regarding the definition of competence as a criterion to explain what skills a person has and what skills a person needs to learn the purpose of the model and theoretical framework to provide the resources to the development of theoretical knowledge and the development of training programs, personality characteristics and of the athletes deserve as a result of these components. It is necessary that more careful to merit because the majority of behavioral traits are improved through training.

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