



PST<sup>®</sup> SPORT

**ENGLISH VERSION**



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## **Introduction**

'A fine display of character' – how often do we hear or read this expression in sport. Especially when an athlete achieves a high score or when a team battles back from being far behind we like to honour the character of the team or athlete.

But what does this really mean? Is the character more than the sum of the individual team members? This is one of the deciding success factors. Because even in the day to day training and coaching we can sometimes see how little the coaches and athletes know about each other – even in individual sports like boxing or tennis.

With this PST Personality Subconscious Test, or PST, you have taken the first step to properly develop the characters of your athletes.

The PST has been developed by the company PSYfiers GmbH on the basis of researches conducted by Prof. David Scheffer, Dr. Alexander Ribowski, Dieter Loerwald and Bernhard Mikoleit. The applied neuroscientific evaluations that were created by the company Talenhaus GmbH are based on the research of Prof. Dr. Julius Kuhl (PSI theory) and Prof. Dr. Norbert Bischof (Zuercher Motivation Model).

With the PST Sport we can analyse the very different phases in the perception and decision-making processes of all athletes, for example how football players perceive space on the pitch. Additionally strengths, weaknesses and motivations are assessed as well as performances in stress and conflict situations.

Furthermore individual communication skills and behaviour towards team members and coaches play a significant role. Based on our test results and on our knowledge of mental and emotional strategies we can open up perspectives for you on how to improve the different characters of your athletes. Working together with you we will develop a concept on how you can address these different characters optimally – in training and in competition.

Gaining knowledge about the different characters of individual athletes is the basis for a good training plan. For you, be it as a coach or an athlete. After all different characters perceive their environment in different ways – for example the perception of their team members or their coaches. Here, multiple decisions are made in a team, which lead to a varied amount of behaviour; since even the smallest modification within a team is a process that needs time.

The PST Sport gives a qualitative mental orientation to these processes and supports the mutual understanding between coach and athlete. This is the key to a higher performance. In this manner you get to know your athletes better and vice versa. Moreover you also gain a deeper insight into your own role as a coach - as a stage director - to be able to optimize the interaction of the different strengths of character in your team.

# Personalities and Characters

To determine your individual sports personality the PST Sport measures a total of six psychological dimensions in three steps.

The first step to the completion of your profile uses the measurements of two of these dimensions to define your motivational world. In the second step we determine four further dimensions to define your core personality. The third step combines the motivational world with the core personality, which gives you your personal profile.

At this point you will find out how your profile as a coach or athlete is constituted, what kind of psychological mechanisms are operating in the background and which areas of your personality reveal development potential.

## Step 1 – Your Motivational World

To define your motivational world the PST Sport measures two motives or needs, that can be described as the shell of your personality:

### - Need for Security

The level of this motive can be low or high. A high level on this scale leads the person to strive for clear-cut decisions, control and a norm-oriented behaviour, as well as to a fast identification of mistakes or risks.

### - Need for Stimulation

The level of this motive can be low or high. A high level on this scale leads to an action-oriented behaviour that goes hand in hand with good communication skills and a high ability to assert oneself.

#### Need for stimulation



#### Need for security



## **Step 2 – Your Core Personality**

To be able to define your core personality the PST Sport measures four different psychological dimensions. Two of these psychological dimensions are used to determine your perception control and your behavioural control:

### **Specific Information Processing (S) and Automatic Information Processing (A).**

A high level on the S-dimension promotes precision and the attention is directed towards details and discrepancies. Mistakes are recognised notably well. S-Types appreciate a differentiated structure and a clearly defined (social) environment. One of their core needs is structure in terms of specific and realistic goals, clear timelines and detailed information.

A high level on the A-dimension promotes a more integrated perception. Various impressions can be processed simultaneously and the available courses of action are immediately recognised. A-types are often characterised as being independent and determined. The core needs of A-types are dynamics, rapid changes, adaptiveness and a spontaneous and flexible environment.

Two further psychological dimensions define thinking and decision making processes:

### **Objective Classification (O) and Personal Classification (P)**

A high level on the O-dimension allows the person to control his own thoughts and impulses to a high degree. O-Types make plans and do not lose sight of their goals. They are often characterised by anticipatory planning, analytical decision-making and deliberate acting. A core need of O-types is rationality. They value a systematically and logically comprehensible organization of their environment.

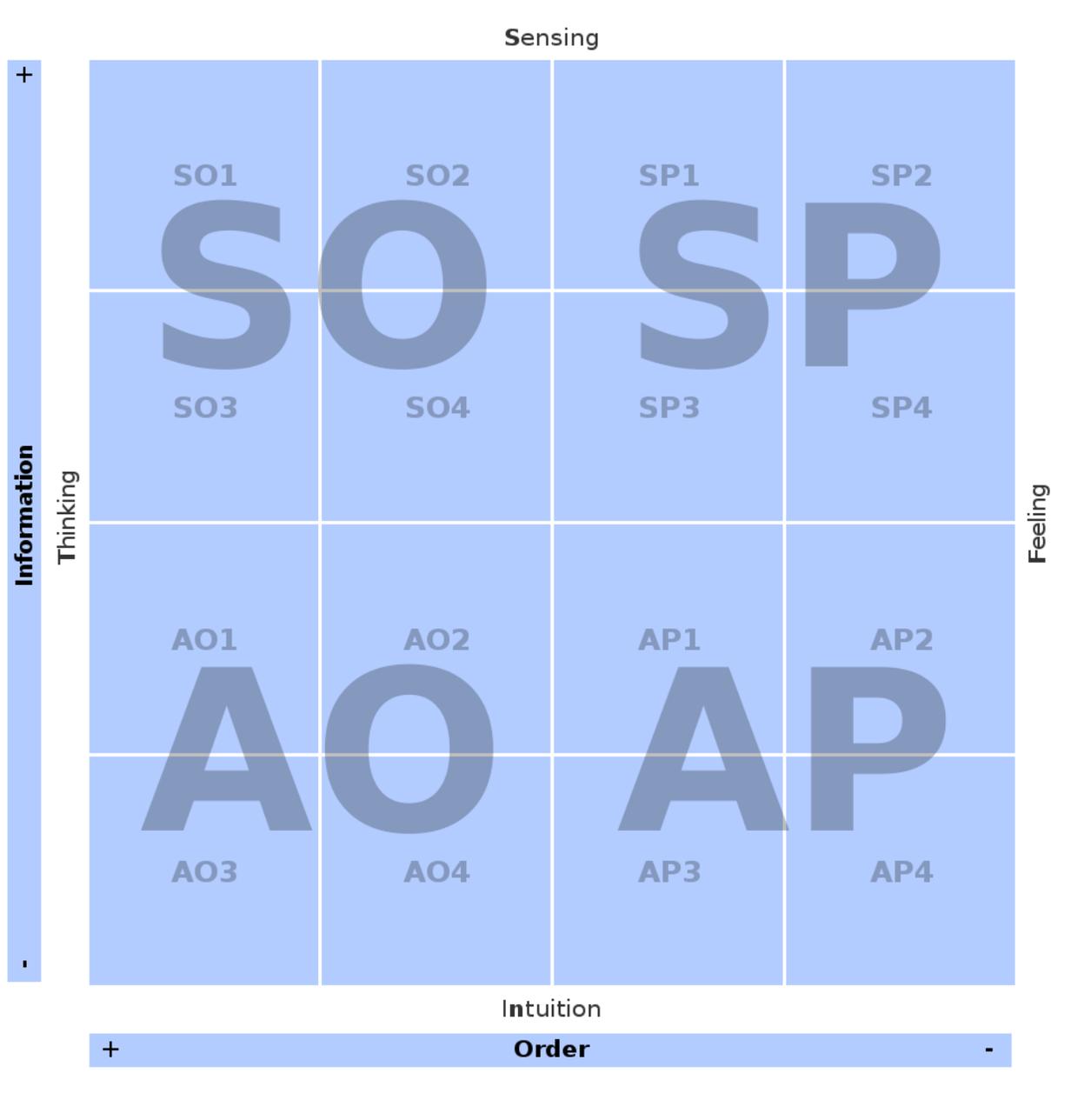
A high level on the P-dimension contributes to decision-making patterns, which are based on a broad repertoire of experience. Their way of thinking is cross-linked and associative. P-types tend to a more emotional and holistic way of experiencing and decision-making. A core need of P-types is a positive and instantaneous subjectivity in relationships that goes further than abstract principles.

### Step 3 – The Personality Profile

The whole personality is made up of a personality shell (step 1, squares 1-4) and personality cores. The PST-Sport differentiates between the following four personalities cores:

SO –SP – AO –AP.

Every personality in turn is made up of aspects of all four cores. However, one core personality dominates the whole personality. That is the core, for which the highest active potential is measured.



## **The Motivational World (The Personality Shell):**

### **1= The Security-oriented Personality**

Has a low need for stimulation and a high need for security.

### **2= The Results-oriented Personality**

Has a high need for stimulation and a high need for security.

### **3= The Independent Personality**

Has a low need for stimulation and a low need for security

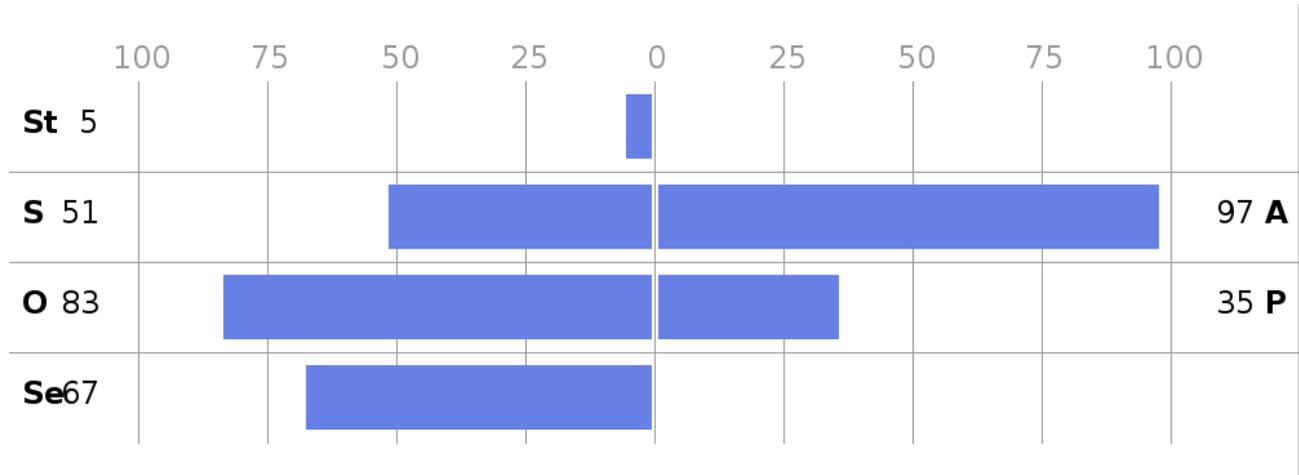
### **4 = The Freedom-loving Personality**

Has a high need for stimulation and a low need for security

# Your Personality PST SPORT Report

The results from your test are:

## CORE



## MOTIVE

### Need for stimulation



### Need for security



Your type code:

Your personality shell and your dominant personality core result in the

**AO 1 / INTJ**

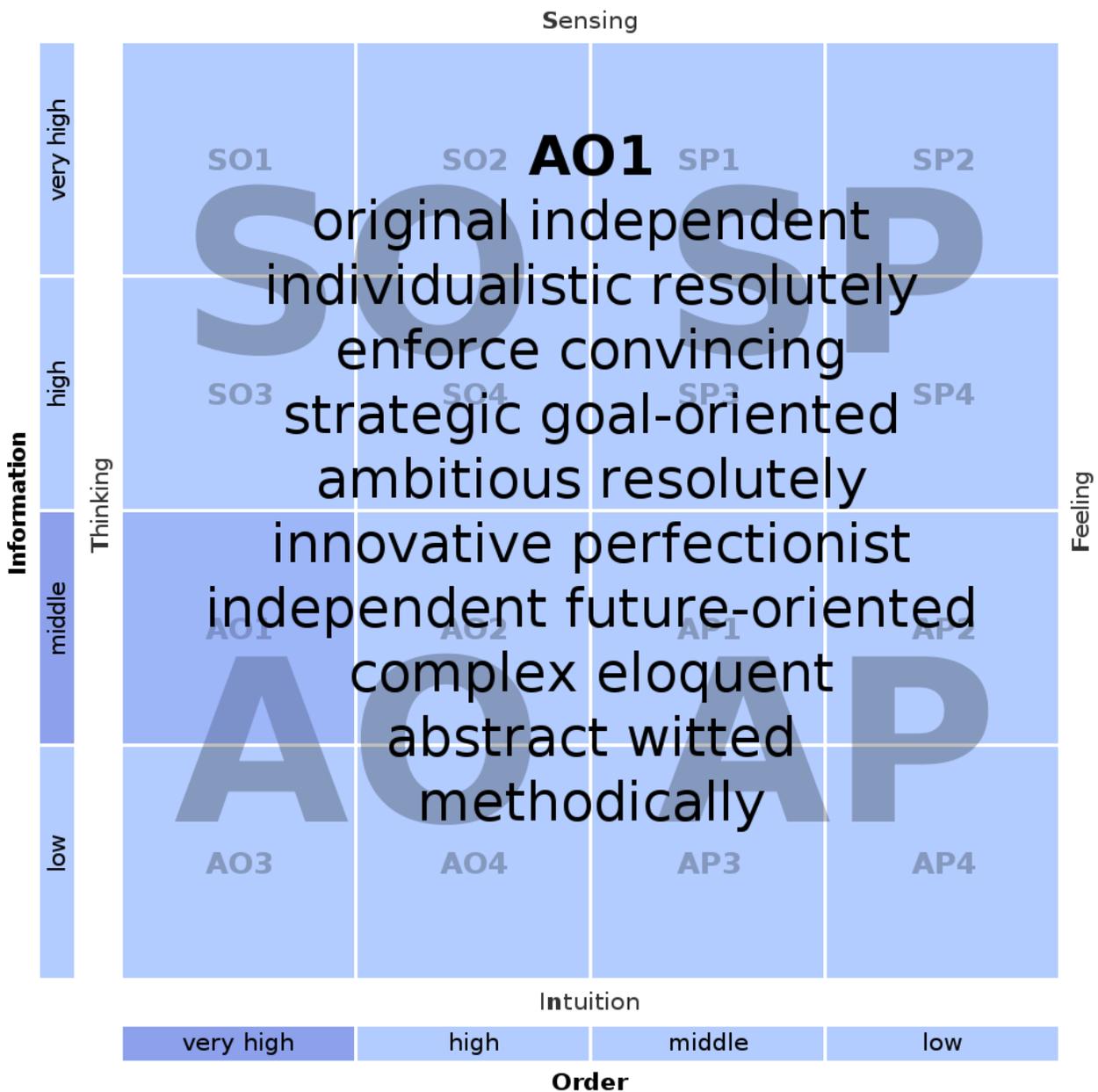
personality profile.

**Need for information**

low	<b>middle</b>	high	very high
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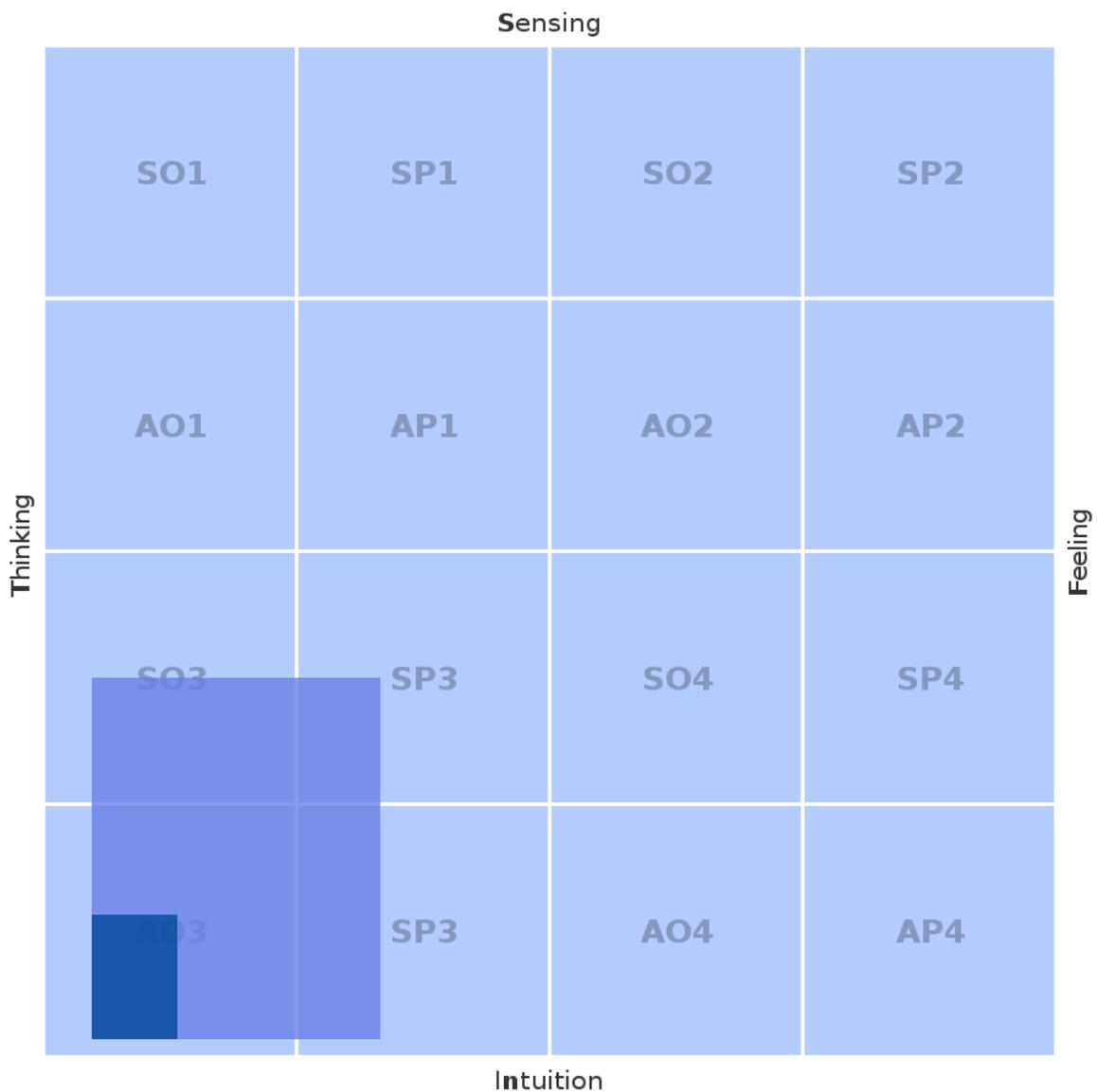
**Need for order**

low	middle	high	<b>very high</b>
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The two darker-coloured fields in the system of coordinates mark your personality characteristics when relaxed (large dark grey field) and when stressed (small black field).

Your personality report in the following pages refers to the smaller (black) field. This is your feel-good area into which you retreat when you are exposed to stress. This can be physical stress (great exertion) or mental stress, for instance when faced with difficult (life) decisions. The larger (grey) field shows the area of your scope for perception, decision-making and action and goes quite a bit beyond your personality report in the following pages. This means that, while you are relaxed, you show patterns of behaviour that can be attributed to other personality types. This can also be seen in the bar chart of your core personality.



## **AO1/INTJ: The Security-oriented Dominant**

Automatic Information Processing

Objective Classification

### **A Description of the Character Modules AO1/INTJ**

You prefer an intuitive perception and a judgement that is rather analytical.

#### **The A part:**

You listen to your gut feelings, act accordingly and demand that your environment acts as well. With your intuitive perception you see the positive chances, the possible connections and ways of putting things together. Your core needs are dynamics, rapid changes, the chance to change things and a spontaneous and flexible environment. Your characteristics are independence and strength of will and you will always fight to keep your personal autonomy. You like to use symbols and generalizations, meaning abstract goals. You appreciate complexity as a creative challenge and develop new concepts. You are capable of creating something new out of experiences and other concepts. You take two ideas and make one out of them – you use the “this and also that”-principle.

#### **The O part:**

Your way of thinking is to base your decisions on structured, logical, factual and objective considerations. You analyse using established and approved principles. You take cause-and-effect contexts into account. Characteristic behaviour is to plan ahead, to make analytical decisions and to act in a conscious manner. This rational system of organization enables you to pursue challenging goals.

You enjoy being able to define and control things on the way to achieving your goals. You look for the truth of things and also for clear definitions and criteria. Results are either true or false. That is why you prefer to communicate on the factual level first and then on the relationship level. You look at the factual level in a sober-minded and distant manner and due to this you tend towards being aloof and impersonal. You prefer talking about facts instead of about the newest gossip. You try not to show your emotions and so appear to be inapproachable and reserved to others. You are fair towards others and do not like injustices.

## **1 – Your 'Motivational World' Part:**

This is characterised by a low need for stimulation and a high need for security.

Your low need for stimulation makes you tend towards an inner communication and you prefer a careful choice of words. You prioritise your inner perception; meaning interest is focused on your internal world of thoughts and ideas. The importance of the perceived is defined by your inner world.

You do not like to enter into a fast and immediate exchange of ideas. Your idea of good communication includes talking things out and respect, which are stated in structured statements. With this, you give an interesting depth, not just to ideas but also to life. You seek seclusion and intimacy. Here is where you relax and gain energy. You deal reservedly with speaking of your thoughts. Accordingly you only act after thorough consideration. You do not need to meet or exchange with others regularly in order to develop ideas (too many stimuli). You prefer smaller teams, as large groups overtax you. It is not easy to get to know you, as you initially appear cool and distant. You express yourself reservedly and your communication is rather calm, withdrawn and monosyllabic. To some, this can appear arrogant and unapproachable.

You need time and space to process experiences. You convince with high professionalism and dutiful delivery of performance. You prefer situations in which you only need to concentrate on a few tasks and not to be disturbed while fulfilling them.

Your high need for security leads to a need for structure and order organisation, clarity, coherence and results. You strive for control, clear decisions and norms. You want things to go according to plan and in a results-oriented manner. You only rest when your work is done – whenever possible on time. You like people to behave in a foreseeable way. These are the reasons why you prefer involvement in well-structured and automated processes (teams). This is when and where you feel comfortable. You don't have difficulties making decisions and you ambitiously concentrate on the essentials. You like fast decisions and you like having an influence on others and on their decisions. You want to persuade in a way that others behave in the manner that you want them to. During this process you can sometimes react in a tough, stubborn and set minded way.

# 1. Brief Overview of Characteristic Strengths and Weaknesses

## Characteristic Strengths

- You are independent, original and individualistic.
- Your perceptions and ability to analyse give you a deeper understanding of what is happening around you.
- You live in a world of ideas, concepts and theories due to your high intuition.
- You recognise how things really are and what their actual meaning is.
- During your life you have learnt that you can trust your insights.
- You are a very independent person with enormous confidence concerning your own strengths. This lets you sometimes appear to be very headstrong.
- Once you have started a project you go the distance and work hard to complete your idea.
- You have a high level of initiative and a strong stamina. Once you are on your way you work without tiring until the goal is achieved.
- You set high standards for yourself and expect the same performance from others.
- Although you feel closer to the world of ideas, tactics and concepts you can concentrate very well on the details of single training contents if these are demanded.
- You spend a lot of time thinking about tactics and concepts, independently from your specific position or role in the team.
- You have the gift of being able to filter the relevant information out of a wealth of information and then to concentrate on the critical aspects.
- A clear train of thought is important to you.
- You are an idealistic person with a highly developed sense of justice.
- You are sensible, objective and rational.
- Your ambitiousness and commitment comes from deep inside of you. You are a strategic thinker.
- You strive to achieve the perfect game.
- You are determined to convert your visions into goals and clear obstacles that are in the way. You are ready to fundamentally reorganise systems to achieve this.

- You are very tolerant and socially competent. You can accept others strange behaviour. You look for a strong and powerful cooperation with a common philosophy when working with other people.
- You have a talent for business issues.
- You are confident in your own views and are not dependent on other peoples' views.
- You have your own set of high moral values

## **Characteristic Weaknesses**

- You can be very stubborn.
- If you are concentrating a lot on something, it can happen that you reduce the amount of information you give others, generally communicate less or only promote those facts that are important to you. You do not allow other facts to be stated in a conversation. You are non-conformist but even so not completely free. You live in a state of tension between your personal wishes, ideas and views and your need to conform to a way of being that is defined by your environment.
- You sometimes find it difficult to accept the tactical discipline due to you being a highly individualistic person.
- In general you are not aware of denying yourself some pleasure.
- You are so focussed on what has to and needs to be done that you seldom ask yourself what you really want from life. You have probably learnt to suppress your natural needs and to focus your attention on what is 'right'.
- You cannot free yourself from your visions easily and stay too stubborn.
- You tend to be impatient.
- Sometimes you are very reserved, quiet and either unsociable or even dismissive.
- You can appear to be inaccessible, which repels others and makes them keep their distance.

## **2.This Is How Your Character Displays Itself in Sport**

- Your high levels of intuition enable you to quickly and effectively assess what is happening around you. You have a very wide range of perception.
- You would prefer doing everything on your own because then you would know that it is being done 'properly'.
- You can quickly recognise and analyse the opponents' tactics. You are also able to identify the weaknesses.
- In your perception your intuitive insights and logical connections are close to each other.
- This leads to you being able to recognise faults in your team, not only mistakes in the tactical set up but also when team members could be playing their positions better or are having a bad day. You recognise this intuitively and faster than your teammates.
- You are not a formalist. Tasks have to be done, but it doesn't necessarily depend on how, goal-achievement is what matters to you.
- If you are convinced of the tactical direction you keep to it, even if you do not get the (necessary) results immediately. You stick to the strategy and increase your efforts until you understand why they are not successful.
- You have a lot of staying power. If you have decided to do something then you do so. This leads to an enormous assertiveness.
- Highly motivated and confident you hardly ever lose a tackle. You are 'undefeatable'. In important matches (finals) you are an ideal player that leads the way and takes responsibility, for example by taking penalties.
- You prefer a security- oriented game.
- Riveted by a small inconsistency it might happen that you completely lose your focus and, thus, your foresight.
- When transferred to sports this means that you do everything to assert your own tactical concept without taking into account the individual playing styles of your teammates. Or you are so convinced that you need to play against a certain player of the opposing team that you start underestimating the other players or do not assert your own game.
- As a coach it can happen that you change the whole tactical system just to be able to implement a small change. To execute a small tactical ruse you do not really need to re-invent the whole game!
- You are difficult to figure out.
- You have a good level of anticipation.

- You have an enormous presence on the playing field due to your way of addressing things, not only through your actions.
- You consistently search for successful (effective) strategies.
- You have a 'sly' playing style
- You hardly if ever show nerves.
- You are a highly motivated player.
- Your training is more important than your relationships. You do your duty.
- You set yourself long-term goals and look for new challenges.
- Due to your theoretical interest you can become a specialist of your sport, for example on tactical issues.
- You systematically collect information to evaluate. Maybe you can use this to improve the existing methods.
- You have a highly developed ability to confidentially cope with complex situations.
- You try to assert your aims even when faced with opposition. You have a very ambitious character.
- You are intrinsically motivated, which means you motivate yourself from within.
- You orient yourself according to your own moral criteria, not according to those of your teammates, your manager, the fans or the clubs' management.
- Due to your contextual perception you see the bigger picture first and maybe only afterwards the details.
- You train hard to improve your competence and your professional knowledge. This strengthens your confidence.
- You can combine theory and practical details within a project. This is the reason why you are able to filter out the relevant information and to concentrate on the critical aspects.

### **3. Typical Emotional Reaction Patterns**

#### **Negative Behaviour under Stress and in Conflict Situations**

- You have a sort of strong internal critic who judges almost everything that you think and do. Sometimes this voice is so strong that it seems to come from the outside. When this happens you focus your attention on the 'right' things and ceaselessly work until they're done.
- If you have made yourself dependent of solving certain tasks you can tend to become too self-critical. The measure of correctness becomes too high, even for you.
- Sometimes your time is spent solely with tasks and with thoughts on how you should be doing things that you forget to consider your own wants and needs. You use most of your time becoming more competent or improving something. You do this without taking the time to question if this really is right way forward or if you really want to spend time on this specific topic.
- You often compare yourself with others in a critical manner. Your fear of making a mistake causes a lot of pressure and lets you put off making decisions. Dealing with details starts to get difficult and your systematic and logical way of thinking gets slower and cumbersome. Your attention keeps on switching to areas that have nothing to do with the work at hand. You lose your pragmatism and your ability to assess the adequate use of resources to achieve the set goal.
- It can happen that you are criticised for changing the whole system just to be able to solve a small problem. This hurts you deeply. You already bear the load of your own criticism that is mostly even harder than the one from the outside critic.
- If you are convinced that a point of view which you have double checked is right, then you can end up taking a solitary position against all opposition. Your internal critic pulls back and you do not care about the reactions of others or if you make a mistake.
- You can become furious when the gap or the internal tension between what you are doing and your own needs becomes too big. Then you can become explosive and express your anger in a disproportionate way.
- You also get angry when teammates do not perform according to your high standards.
- Anger and fury are your basic emotions when things do not go according to a plan.
- You often display a concentrated, serious and dogged expression.
- You react harshly to force or disciplining.
- You are highly motivated to find your own ways.
- You tend to overstretch yourself.

- You are a sore loser.
- You strive for discipline, but in critical situations you can have emotional outbursts and be angry.

## **Positive Behaviour under Stress and (in) Conflict Resolution**

- Difficulties challenge you and you use your high level of confidence to solve problems.
- Your main motivational emotion is anger.
- You can quickly assess and analyse problems in their whole complexity.
- You look for the systematic of a problem and at what you can actually change.
- When solving obstacles you prefer to think clearly and to stay calm.
- While analysing problems you also use or accept unique points of view.
- You have a precise intuition that is fast and often right.
- You are very persistent and obstinate.
- You have a well-founded way of weighing up the opinions of others.
- You do not lose sight of the doable and do not get bogged down in details.

## **4.This Motivates You**

- To be competent and to deal with competent persons is very important to you. The level of the group you are in has to be very high.
- You enjoy having the time to solve or untangle difficult problems.
- You try to make (life changing) decisions from an objective point of view. In relation to your sport you like to back out in order to think about problems in an objective manner.
- You need a clear structure that should not confine you.
- You like to know how everything fits together.
- This means that you spend a lot of energy trying to find a central theme to the meaning of life.
- You search for structures that equally satisfy your need for growth and your need for security. A good structure respects the individual needs, individualities and intelligence of all team members. You want it to be a frame that is flexible instead of rigid, open and up for discussion instead of closed and authoritative.
- A purposeful and energetic playing style that focuses on efficiency and effectiveness motivates you. Good or emotional relationships in your team are not necessary for you.
- Factual and constructive criticism expressed in a direct fashion is more important to you than the relationship level.
- You prefer a team that sees criticism as being something constructive.
- You look for challenges and for lasting success (defending your title)
- You enjoy being independent, autonomous and self-reliant.
- You are motivated when you are having a say in the control of systematic procedures such as tasks, time plans etc.
- The freedom to solve problems in an innovative manner motivates you.
- You like to lead without having to concern yourself with the problems of your teammates.
- You like theories and high standards.
- Optimising procedures motivates you.
- You like to do things properly and lead the way.
- You enjoy making an effort.

## 5.Your Behaviour in Teams and Groups

- When you concentrate on a certain task it can happen that you do not pay enough attention to your teammates and this causes you to not communicate enough.
- Emotional conversations bore you.
- You respect individuality. You accept the needs of your teammates and continually challenge their intelligence.
- Your strongly defined values set a high standard for your performance and the performance of your teammates. This sometimes causes you to over-react and limit the possibilities for your teammates. But they need room to develop.
- You are often reserved and unsociable.
- Your compulsion to be independent can make your integration into (existing) teams difficult.
- You like small 'power-teams' in which every team member is responsible for a certain task and does this with engagement / commitment and competence.
- It can happen that you do not always stay fair and respectful towards your teammates when you are forcing through.
- You tend to develop cliques (AO power-teams).
- You appreciate teams that are made up by / of intellectually stimulating players and coaches.
- You like teams that have a clear vision for the future.
- You can work hard with your team towards a long-term goal. The main point is that all work diligently on realising the vision.
- You expect your teammates efficiency in the execution of set tasks – during training and in competition.
- You expect your teammates to be efficient in the execution of set tasks.
- Autonomy and creativity are considered being called for and encouraged.
- You need a structured and clear-cut environment. You dislike chaotic conditions.

## **6.Your Style of Leadership**

- You do not enjoy leading the team although you are a dominant player. This is due to the fact that you do not want to deal with recurring problems of your teammates.
- You rely on trust more than on fear of consequences. You appreciate values that can be linked with individuality and autonomy. You set and search for standards that are inspiring instead of being daunting.
- You are a hard leader on the pitch. You expect a lot from yourself and from others.
- You want to be in control.
- You want to take a part in decisions and to actively work towards making them.
- You also do not want to miss the chance of being rewarded in cases of success, not least because of your striving for power.
- You lead in a very goal-oriented and resolute fashion. This is why you are interested in your teammates and coaches ideas on how the game can be improved.
- You make clear conclusions.
- You enjoy developing new ways of thinking and strategies.
- During this process you also reassess the existing system and, if necessary, change it.
- You drive yourself and others.
- You have a direct and brusque manner.
- You can assert yourself. Resistance motivates you.
- You quickly and precisely recognise strengths and weaknesses of your teammates.
- You give and expect space for a sensible reflexion and qualitative feedback.
- You lead with concepts and straightforward visions, which you put into concrete terms by depicting single steps.

### **Problematic Aspects of Your Style of Leadership**

- You tend to criticise your teammates mostly in a rather harsh and insensitive
- You do not give enough positive feedback.
- You make important decisions without sufficiently communicating those
- You sometimes are too authoritative and rigid.

- You can be too sceptic and critical.
- You are hard to figure out and appear to be aloof to others.
- You sometimes lack diplomatic skills.
- You are surprised when others are irritated by your harsh criticism.
- You are sometimes much too obstinate when striving to achieve your goals.
- It can happen that you have inappropriate emotional outbursts.
- You disregard rewarding others. Instead you stick to the facts.
- You like to take decisions on your own.
- You are a perfectionist.

## **7.Your Style of Communication**

- You prefer a very clear form of communication. You are logical and analytical.
- You address your teammates by their names in order to notify them of positional mistakes etc.
- You like to be right!
- You are tolerant towards your conversation partners.
- You can listen to others well and see things from the other person's emotional perspective.

## **8. Your Potential for Mental and Emotional Development (advice)**

- If you solely rely on your objective judgement you forget to consider eventual contradictions or conflicts in objectives with the notions, emotions and feelings of your teammates. This is why you need to work hard to get to know the opinions of your teammates who are also involved. You need to be aware of the emotions of all the people involved and give them enough space.
- Often AO1/INTJ types have built up an enormous internal tension between their conscious intentions and the unconscious, their emotions, their instincts and intuitions – their own self. If you base those decisions that determine your acting solely on purpose and will instead of also considering your emotions seriously, you will build up internal oppositions that paralyse your abilities. You will stay way below your best – that applies to your personal development, relationships and your capability in general.
- In consequence try to give your emotions more room so that you can make better use of your intuitive abilities.
- Pay attention not to change your whole environment just to achieve correctness in one small thing.
- Try to analyse your anger. When you are angry or furious there is a discrepancy between what you are currently doing and your needs. You can use this as a guide to find out your actual wishes and to satisfy these. Your internal critic will back off.
- Nobody can have an objective perception of him- or herself only taken from a distant internal point of view. A big chance for people of your type is to show what you feel and think to others. Reactions of your environment can function as a mirror, which shows a picture of you that you might compare to the one you have of yourself.
- Try to accept hints and advice given by your coach or teammates without going into a discussion on principles. Otherwise you could miss possibilities for development. Try to deal with feedback better.
- Pay attention that a sceptical attitude does not turn into stubbornness.
- Try to react less impatiently if things go slower than you want. Try to have a more nonchalant attitude towards your perfectionism.
- Try to develop your diplomatic skills towards the people around you. By doing this you promote cooperation. Ask more questions of your teammates instead of always giving the answers.
- Learn to let go, even from ideas and visions.
- Learn to accept help.
- Regard mistakes as a chance for development (as a part of everyday life).
- Try to not be too rigid in your self-control.

- By being less rigid you can allow yourself to enjoy life more.
- Acknowledge that the abilities of relationship-oriented team members can also lead to success. Emotional cohesion and team spirit can be a factor of success.
- Do not always turn discussions into power struggles. From time to time, admit that the other is right.
- Relaxation techniques can help you from being too obstinate. (for example: breathing and relaxation exercises, emotional control techniques)
- Recreational practise could help you not to be that obstinate. (e.g.: breathing-exercises, stretching, positive suggestion and emotional control techniques).
- Try to delegate responsibilities.
- Do not put yourself under pressure to do everything on your own.

## **9.How You and Your Coach Can Successfully Work Together**

- Your coach has to be competent with a natural sense of authority. Otherwise there will be problems with power struggles and acceptance.
- He / She has to be able to convince you arguments. You need explanations instead of instructions. He / She has to be interactive and capable of answering critical questions in an objective and professional manner.
- Platitudes or pep talk do not impress AO1/INTJ types. For example, a catchphrase like:“ We just have to work together!” has no impact on you.
- You like being included in developing new reforms or systems as an expert.
- Argumentative lines need to be logical and conclusive.
- Your coach should be able to point out potential challenges, further possibilities and long-range goals.
- Your coach has to accept your independence and your self-reliance and give you leeway to make your own decisions.
- Your coach can use your tactical expertise to make you into a tactical extension on the playing field. You can be made responsible for the implementation of the tactical set up during the game.
- You prefer positive and objective feedback for your good performances and despise flattery.