

**Course Name: Sports Psychology**

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## DEVELOPING GOAL SETTING SYSTEMS

Hi, and welcome to session 4 of the Goal Setting module. Here we are looking at developing goal setting systems for teams and individuals. In this session, we will be looking at designing goals for teams, what are the phases that are required to be followed for setting the goals, principles for effective goal systems, designing individual goal setting, we have an exercise and we also have some charts and forms which will help coaches as well as trainers to do their goal setting programs and then we also have a recap session. Sports teams and goal setting. So, the coach is a very important member of the team, everything rests on him or her and setting the right kind of goals are very important in order to see success and also improve performance for the team. So, you can be a coach for any sport be it basketball, be it volleyball, be it cricket, it could be even handball or any sport and goal setting becomes a very important and a prime issue for a coach.

As a coach, you could be deployed or you could be employed or you could even be positioned as a coach in a school, you could be a coach in a college team, you could be a coach of a university team, you could be coach of a club, you could become a coach of a state team or even become a coach of the Indian or the national team. Whatever the circumstances, the most important thing as a coach is to set goals or is to work together as a team in order to get improved performance, in order to see success, in order to also see that the coach works in unity as a team for the team and also to get the best out of the players. As a coach of any of these situations where I just mentioned, you could have different scenarios, you could have a team members whom you already know, you could have a mix of players who are you already know or players who are already been a part of the team or you could also have new players coming in. Typically, like if you are a coach for a college team after 3 or 4 years of the college, you will have one batch of players move out and then you will also

get a new batch of players that come in or you could have to work with a completely bunch of new players.

This can happen in age group tournaments especially you know in the under 13, under 14, under 16 and even you know these are the age groups where you have probably even new players who will be coming in. So, whatever your objective right, the objective could be to win like because every coach wants to win, no coach wants to lose. But in addition to the winning aspect, there are also other things that you could work as a coach right. If you if it may be important for you to maintain your position or your ranking, you may want to be in the top 8 so that you know you will be in the upper pool in the next year in the nationals or you could you know you could also be like taking a team for an exposure tournament or for an exposure trip. So, the goals that you work with as it for a team and as a team could be for anything right from winning even to even the smallest things that are required like even in a you know inter school tournament you would want to you know maintain your ranking or you may be want to maintain your position.

So, how can a coach do this right? It is a humongous job and there are lot of things that are involved and then coach has to work on so many aspects and so many you know small minute details. So, typically goal setting program for a team goes through 3 stages. You have the planning stage, you have the education stage and then you also have the evaluation stage. So, planning is the first and the most important phase in a goal setting program because until and unless you have a plan you know you do not know where you are going, you need a direction, you need some kind of a pathway for you to work with your team. Then you also have the education stage because you know athletes and players may not be aware or theoretically knowing many aspects where they need to work on in terms of goals.

So, you know educate them as a coach and then you also have the evaluation stage where you evaluate how the goals set have been achieved, what is the process and where does your player stand in terms of the goal that they have set. So, let us go through the different stages one by one. So, you have the planning phase. So, the planning phase is the most important and the most crucial phase for a coach or even for an assistant coach or even for a trainer as such because you are going to do here something called a team's assessment or a needs assessment. So, this assessment is for it as for the entire team.

How did your team perform last year if you are working with the same bunch of players this year? How is your team going to perform and if it is a new bunch of players and how is the team going to perform if you have a bunch of both old as well as new players? So, in the team's needs assessment, the coach is required or has to do a complete assessment of the players. If you are already playing with a bunch of players whom you played last season, it could be like what are the areas that you need to work on, right? What are the components? So, what are the specific skills that the team needs to work on? So, if you felt that the last year in the last season or before the college closed or you know before the season ended if your team was not very good in terms of their endurance, they were getting very tired. So, and they were not able to, that is the reason that they were like you know either winning very matches in a close fashion or they were losing matches they were getting tired. So, your prime objective would be to work on the endurance when the season starts. Then it could be other things suppose you felt that on the defensive front the players were not up to the mark then you need to develop on the defensive skills.

If you felt on the offensive front you know your players were not doing as much they were not you know rotating enough they were not planning they were not you know their attempts were minimal. So, you need to work on that the shooting skills were less you need to work on that. So, this is a team needs assessment that is being done. And here if you are working with a bunch of completely new players then you could have practice sessions or you could have practice matches where you would know or learn what is the skill level of the of each of the players. So, you know that will help you to do a team's assessment or a needs assessment that is what is called.

So, depending upon where you stand in terms of knowing your players a team assessment has to be done because without this assessment you will not know what you need to work on as a team in the coming season in the coming matches and in the entire year that you will be working with the particular player. Once you have done the team's assessment now it goes on to each of the members. So, each individual team member needs to be assessed. What if you are like working if you are in a basketball team or if you are looking at a hockey team or a football team you would be looking at the offense, you would be looking at the defense, you will be looking at particular skill levels. What are the areas that each member or each player needs to improve? So, if you have felt you will be having definitely have some statistics and some kind of details about the player. if you are working with the same team from last

season.

So, you could you know use that as a benchmark to develop the assessment for the next season. So, team assessment is done first then you do each member assessment. Until unless you have this complete assessment you will not know as a coach how to go forward. So, once you have done this assessment very important that you as a coach jot down for the team what needs to be done and for each individual player what they need to work on. I remember the days when we used to play right.

So, what happened is we never used to have the age group compartments, we never had under 13, under 16 or under 18 or under 19, it was just under 18. So, for the entire you know 6 or 7 years that we played right from the age of 12 up to the age of 18 we were most of us were the same players who were there. So, the coach had an understanding of what X can do or Y can do or how they can improve. So, but unfortunately now because of the age group compartmentalization you know you tend to have new players come in old players moving out of their age group. So, all what you feel about each of the player that you have assessed needs to be neatly written down so that you know what exactly you need to work on.

Once you have written down all these goals for the team as well as each member you have to work on how can these goals be achieved because you may have a time frame right. So, you know one like suppose if you are a coach of a college team you know your college opens in June July and then you know after a month or 2 months the intercollegiate talks and tournaments will start then you have the intervarsity tournaments and then you followed by you know various others if you may be a coach of a college team you may be a coach even of a club team. So, you know it transitions and some of the players from here from the college team may also be a part of your club team. So, how can these goals be achieved looking at the time frame? what are you going to work on? what is the most crucial area that you need to work on. So, once you write down the goals it is very easy for you to look at how can it be achieved.

So, because you know you can go into the training session and you can start implementing and start working on these areas that you feel that players need to work on. The fourth point crucial is that we are looking at areas of team improvement. So, here is there are two things involved in the planning phase one is you are assessing the member for what they have and

what they feel that they are lacking there is also an area where the team can improve right scope for improvement like you know if they could improve their defensive skills, they could improve their offensive skills, they could improve their shooting percentage to a larger extent as to what they were doing the previous year. So, here it is important to keep individual differences in mind because remember when you are looking at a team game each of the you have players playing in different positions. So, each of these positions have to be studied each of these positions goals have to be set how can you can achieve it and also what are the areas key areas for improvement because there is always scope for improvement, you can never say that this team is the best right, because the way you play depends on every match situation because remember we learnt in the beginning of the first session that you know it is about it is not about the outcome right it is not about the end result it is about the process.

So, here in the planning phase we are looking basically at the process we are looking at what it takes in order to develop all the abilities of players as well as a team in order to work towards the outcome which is could be winning or it could be you know to be in the top 8 or it could have a good placing or whatever the you know the criteria or the objective that the coach is working for. So, once you have done this planning phase you can only go on to the next phase. So, as a coach please remember that to be a very 100 percent have a full proof idea of that you have planned exactly what you need for your team. Then you go to the guidelines that are you know help us in understanding how we should set team goals. These are set team as well as individual goals you know. So, when we talk about a team we are only talking about team goals, we do not look at individual goals right, but you know the team wants to win the team wants to do better, but the team comprises of players who are individual.

So, unless you have an individual goal for example, if you are a crack shooter then you should have your goal of scoring 20 points. If you are a good rebounder then you should be able to collect all defensive rebounds as well as collect offensive rebounds and score in the match or if you are like a point guard where you should be working on good passing you know good scrimmages see openings. So, you have to set team as well as individual goals. To meet the long term goals as a coach it is important to look at short term goals for every tournament or it can be you know on a monthly basis whatever is your criteria or whatever is your objective all the team members should be involved. Gone are the days where you know during the yester years it would be the coach who would make much of the decisions for the

players.

Now you know the trend is changed, the scenario of sports is changed. So, all the team members should be involved in the goal setting process, all the team members should be aware of what is expected of each of the other players and what is expected of themselves. As a coach, monitor the progress of the goal. So, if you set a goal like in the planning phase where you after doing a needs assessment you are looking at you know writing down the goals for each of your athletes as well as your team monitor their progress. How is their progression been? Are they achieving? Are they moving forward? Is there quantum improvement? If there is no improvement what is the next step to be done? Reward the teams for meeting the goal.

So, reinforcement is very important if you want your team to be happy they need accolades right. Players feel very happy when the coach gives them accolades, hey you did a good job you played a fantastic game. It is not about the winning, but it is about you know when you meet your goals rewarding the team is very important and encouraging team confidence. So, there are times when in matches players do not do so well you may lose a match or you know your performance may be below substandard for some reason the confidence of the team goes down, but as a coach it is very important to encourage the team confidence, help them to outgrow that help them to you know say that their objective is not achieved and they still need to keep working towards it. The next phase is called the meeting phase.

You can only enter into this phase as a coach if you have done your planning very well right because you know what each athlete or each member of your team needs to do. So, in the first point is the meeting point or the meeting phase where the coach meets up with the players and educate them about the goals. So, here it need not be a one on one situation looking at the time availability it cannot be even a group you know calling the group as a whole meeting the group as a whole and educating them about the goals. Now when we talk about a goal the player automatically thinks that it is about winning right. So, as a coach we need to educate them.

So, educate the players about the three types of goals that is the outcome goal, the performance goal and the process goal. What each goal stands for the outcome talks about the end result, the performance goal talks about what is the personal standards or the

personal achievement landmarks that player needs to achieve and then you have the process goal which talks about the technique. So, the efficient and the effective use of technique will help you to reach your performance goal and your performance goal will also help you to reach the outcome goal. Help the players understand about the SMART principle S M A R T, S stands for specific, M stands for measurable, A stands for action oriented, R stands for setting realistic goals and T stands for setting the timely goal. So, this aspect has to be explained and also the different guidelines that can be followed for the you know players which we have discussed in session 2 what are the guidelines that we should follow and so that also could be explained to the players. Once you have explained all this to the players so the players know what they need to work on and have an understanding of the goals.

You could have another meeting with the players and tell them, help them to discuss about their goals and probably list down what they feel they could work on in this season or this particular you know time frame. So, the athlete, the player or the athlete could be asked to write down the goals, think about their goals. So, when you meet them next they will have a ready list of the goals that they want to work on and they would probably say coach I would like to work on my in basketball, I would like to work on my free throws, I would like to increase their accuracy. Coach I would like to work on my dribbling skills, I would like to work on my you know underarm shot. So, various parameters whichever they need to work on could be listed down and another meeting could happen where the player and the coach meet on a one on one and what the coach has written and what the player or the athlete has written will be compared.

So, we will have a real scenario about what the coach feels that you need to improve and what the player feels that they need to improve. So, you can do a comparison and you know if the goals need to be changed, if certain areas need to be incorporated, it could be reworked. So, the coach as well as the player on the same sink they both know what they need to work on. Then finally in the last phase is you have to develop a plan to accomplish. So, you know you have done all the homework now guiding the player about how they can accomplish this.

So, you know probably you could have a goal chart, we have a goal chart which I will be discussing in the you know end part of the session. You can have a goal chart and say that you know on week one when you come for practice in the morning, this is what you could do

probably work on your free throws. When you come in the evening probably you could work on your you know defensive or you could work on your rebounding depending upon what the practice session is going to be. So, each of the players that you have, you have them write down the goals, you discuss with them the goals you have written down for them and compare it with the goals what they have written and then you work out a plan so that they can accomplish. So, if you are working with little senior level players, then there is no need for constant monitoring because even after the practice session is over after 2 hours or 2 and half hours the players will be motivated to do it.

If you have younger players, they will definitely need supervision because you know they get all excited about setting the goal, but then left it to them they may not be able to do that. So, if you find that you have a player who is not very you know sincere about doing it doing it by themselves on their own, you could allocate some time where they start doing it under supervision or if you have even a senior player you could also you know allocate them to supervise the junior player to do the you know to probably do their extra practice after the session is over. When we look at teams, there are 4 types of goals that are prevalent or 4 types of goals that are there. One is team members goal for themselves. So, in a team member you are a crucial team member.

So, you set a goal for yourself. Then you have individuals goal for the team. So, as an individual player you set a goal for the team and then the third one is you have a team or a group goal, okay that is evident. And then the fourth one is the group goal for the individual member. So, if you are like a crack shooter or if you are very good in defence or if you are a you know very good player in intercepting passes or intercepting balls either in basketball or even in you know hockey or football, then the group will see that you know your main strength and they will assign you that particular goal. So, I remember like when we used to play right like suppose we had to beat a team by you know in a triple way tie and you know we had to beat another team by 20 points or by 15 points, we would always have like you know the main players who will be playing on the court, we would always have a goal for them.

So, you know we would say that you know, hey you will have to get so many 3 pointers and hey you have to collect so many rebounds, you will have to do so many assists, you will have to do you know so many interceptions like what you did in the previous matches. So,

you work out the group goals you know. So, these are the 4 kinds of goals that are prevalent in sports teams. So, here we have a form, this is about a performance goal setting form for the sport of volleyball. So, when you do a specific needs assessment for each player, this kind of a form could be used wherein we are looking at the date that is 10th September, the position of the volleyball player is on the strong side.

We are looking at few skills here, we are looking at serving, we are looking at serve reception, we are looking at setting, we are looking at spiking and we are also looking at blocking. So, if you look at this chart here, the minus indicates that the player needs to work on that. So, on the serving because it is a plus the player is already good at it. So, nothing needs to work on it right now, they could continue to work on it in a similar fashion. In serve reception and also in spiking, the player needs to work on these aspects.

So, the specific need for serve reception is the passes are inconsistent to the setter and the specific goal is 70 percent plus passes by October 10th. So, you are also setting a timeline. So, you are giving the player a one month period to work on this aspect, then you come to spiking where the player needs to work on that. The player, the specific need is a player is getting blocked every time they are trying to spike. So, what is the specific goal for improvement? The specific goal for improvement is to increase the angles by 75 percent by 15th October.

So, you are setting a timeline. So, you are looking at a specific need, you have discussed this with the player and you are also looking at what is the time frame and what the player can also do. So, you are also suggesting what he or she can do within that particular time frame. This form can be used by coaches and even by trainers or even mentors, assistant coaches, anybody can use this as a form. You can, you know use it make it as a blank form and you can use it in your training schedule. Then the last phase comes the evaluation phase. So, evaluation, implementation, follow up all form a part of this phase.

So, the first aspect is the goal monitoring. So, you monitor whether the goal set by the player has is there any progress are they achieving the goal. So, what is the status and you can also have individual and team statistics that could be used as a way of goal monitoring. So, let us say the sports has become so dynamic and so modern and so professional that even at lower levels like even whether be it a college team or a school team even club team, you

have video analysts who come and you have you know people take statistics for the players. So, the team statistics, the individual statistics will give a guideline to the coach as to where the player or the team stands in terms of their sports performance. Once you have achieved this statistics, you could look at working about how you can inform the players about what 's been happening.

So, this is called as the feedback stage. So, in the feedback stage you are giving your inputs, you are giving your comments, you are giving your evaluation about how the team performed or how the individual performed in terms of their goals. And there may be shortcomings because you know just because you set a goal does not mean that you know you can achieve it in the time frame. There may be certain reasons for which you are not able to work on it, you could probably have an injury or you would have taken a time off or you know. So, you could just rework the goals. So, please remember as a coach and even as a trainer or you know whatever capacity you are working as a coach, reworking goals is also important.

So, not to be disappointed even as a coach that you did not achieve the goal set or not to be disappointed for your player and also as a team that you did not achieve the goal. Because the goals need to be reworked, maybe the time frame was less, maybe you had played so many tournaments or so many matches that you know you could not focus on practice to you know work or meet that particular goal. So, there is always a reason for a certain you know aspect or why certain things or a goal could not be achieved. So, please rework on the goals, talk to the players, rework on them because rework is very important because that will help you to put more effort in order to achieve the goal. So, once you have finished the planning phase, you do the meeting phase and then you also come to the evaluation phase because the evaluation can happen, it can happen from tournament to tournament or it can happen every 6 months or it can even happen maybe at the end of the season.

So, depending upon what is your requirement as a coach, you could work out on your evaluation phase. So, we have a small exercise here. We have two questions with multiple choice options. So, let us quickly look at this. It will also give you an understanding about what you have learned and also help you to recall.

So, the first one, the three phases of goal setting for teams are planning, evaluation,

meeting, B, meeting, planning, evaluation, C, planning, meeting and then evaluation, D, none of the above. So, the correct answer will be C, okay. You do the planning, then you do the meeting phase and then you do the evaluation phase, okay. Then the second point, key guidelines for team goal setting, A, have fun, B, extend cooperation, C, set team and individual goals and D, encourage in-fighting. So, of course, the correct answer would be C, set team as well as individual goals.

Now, let us look at how we can do an individual goal setting program. If you are working on an individual sport and how can you help your player develop a goal setting program? So, here you could have a one-on-one meeting coach and athlete or you can also involve a psychologist. So, as in the goal setting for the teams, we have the process that is the education phase where you educate the player about what are the different types of goals. Then you have the acquisition phase where they write down their goals, they discuss their goals with the coach and then or the psychologist and then you have the practice phase where they start working on achieving the goal during the practice and then slowly once they are comfortable and know that they have achieved their goals in the practice. Example, if you have set your goal as a shooter that you need to score, you need to perfect your free throws and increase the shooting percentage to 80 percent.

So, you start implementing that in the practice. So, every day you start shooting 20 free throws or 30 free throws depending upon the time that is available and once you are able to achieve at least 50 percent, then 60 percent, then 70 percent, once you are able to achieve that, then you can look forward to achieving that in the competition because remember we spoke that what you do in the practice is what we do in the competition. So, if you are not able to get even 10 free throws in the practice phase, you will not be able to get even attempt or even get 10 in the competition phase. So, in the last aspect you also help the player understand or go through the guidelines of goal setting, there are about 9 guidelines. So, you could educate them about that and then also use a goal setting chart which is discussed later. When you are working as an individual to set your own goal, there are certain criterias which you need to keep in mind.

Firstly, you need to be aware of the goal, a goal awareness. What do you want to work on? What do you want to do? What do you want to improve on? What do you want to you know get better at and what is your goal right? Where do you want to see yourself? The goal

awareness is very important. It is not that you know the coach tells you that you have to be a better player or you have to work on your defense, you have to work on your offense because nowadays you know you have videos that are available to you, you can see yourself, you can get recorded, you have to know what you want to work on. So, goal awareness is the first point. Second point is having a goal bank. So, have a goal bank of many areas that you need to improve and need to work on.

Once you have a goal bank that will you can pick up from that. So, goal selection happens from the goal bank. You can pick up what exactly is important, what needs immediate attention in terms of you know the tournament that you are playing or the matches that you are going for. So, you can work on that. Then you can write down your goals as usual has to be documented, cannot stay in the memory.

Then prioritize and analyze. So, prioritize the goals once you have written down what you need to work on first, what you need to work on second, how you are going to work on it and then start working on your goal setting program. This could be done talking to the coach or talking even to the sports psychologist. So, this will help you to go about your goal setting program. You know we are talking a lot about you know the technical areas or the technical aspects that need to be implemented in terms of setting goals.

Let us look at some of the psychological factors right. If you want to achieve something and if you want to see yourself going somewhere, you need to have be positive about it right. Goal achievement depends on being positive, not being dejected, not being discouraged, not being disappointed if you are not able to achieve your goal or you do not see any quantum improve. Being positive, not being negative that I am not going to achieve my goal. Confidence and self-belief right. So, self-belief is the platform on which all players stand and confidence is another very important criteria.

You have to believe in yourself and have the confidence that you will be able to work towards your objective and the third aspect is it is my goal ok. It is not a goal set by somebody else, it is not a goal that I have to work for somebody else, it is my goal right. Whether the goal is set by you or anybody, it is anybody who is your significant others like your coach or your mentor, your trainer, your parent, you need to think that it is your goal and this will help you to move towards your goal achievement. We have here Jehu, he is a

cricket player and he is going to give his views on usefulness of goal setting. Goal setting has helped me to be more focused in my field of sport and it is also mentally helped me to be tougher to face different challenges along the way and goal setting has made me to be more calmer on the field and to think more about the process rather than the outcome because once we follow the process, the outcome takes care of itself.

So, let us quickly look at this goal setting chart. This goal setting chart is a chart which could be used individually by players, even coaches can use, trainers can use. So, in this chart we have the goal that could be set and this is a chart which is created for a weekly progress. So, firstly, we need to identify a particular area or a skill or a technique that you want to work in your sport. So, here we are going to take an example of basketball and we are going to look at improving the layup shots, left hand layup shots in basketball. You could, it could be a bowling action in cricket, it could be a movement in the goal pose for a goalkeeper, whatever skill that you need to work on.

So, in the left side column, the first two set, you have to set technical skill, goals for your technical skill. So, you can set two goals for your technical skill, then you can set a goal for your physical skill and you can set a goal for your strength and conditioning. So, setting a goal for the technical skill, lets say you are a right handed player, you want to improve your left hand crossover layup shots. So, you set a goal of improving it by a 50 percent accuracy. So, on day 1, you could start by doing 20 layups, crossover shots and then see how many you are successful at.

So, if you are able to achieve 2 to 3, then on day 2, you could probably increase and see if you are able to achieve more out of the 20 layup shots. So, what happens is, if you are successful at 50 percent by the end of one week, then you can slowly increase it to 60 percent at the end of second week and slowly by the end of the fourth week, you should be able to get 100 percent of those left hand crossover layup shots. The second technical skill that you could probably, you know, think about working or is a very important aspect in basketball is the free throw. So, you can set a goal of improving your free throw shooting accuracy by 60 percent. So, on day 1, you could start with 20 attempts, see how many you are getting right, then on day 2, you can see how many you are getting right and you can, this you can go on up to day 5.

These are all skills that you can do on a daily basis, right, because it is a part and parcel of practice. So, if you are successful of getting 60 percent accuracy by the end of the week, then you could increase it to probably 75 percent at week 2 and slowly make incremental increases till you are able to achieve your 90 to 100 percent accuracy. The third aspect is the physical skill. In the physical skill, maybe you are getting too tired in the game.

As you go higher, the demands of the sport are more. So, you may be getting very tired. So, you can start with some on-court drills like, you know, 30 meters sprint. So, you know, you sprint up the basketball court and then you can walk back. So, maybe on day 1, you could do, you know, maybe 5 to 10 reps, then see how you accomplish for the entire week. If you feel that you are comfortable in doing 5 to 10 repetitions in the end of the week, you could increase it to maybe 13 reps or 14 reps in the second week.

So, by the end of 4 weeks, you should be feeling physically fit and not tired even if you were to do 20 reps of the 30 meter sprint. And finally, you have the strength and conditioning. So, here if a player is not doing weights, we could look at doing some half squat. So, taking your body weight and lifting about 30 percent of your weight. So, you could start with week, day 1 of week 1, you could start doing 2 sets of half squats with the weight.

Example is like, if you are weighing about 60 kgs, then 30 percent would be about 18 kgs. You could target lifting 2 sets of 6 to 7 reps for the entire week. Then the second week, you could do an increase, you could make it 2 sets of 8 to 10 reps. The third week, you can probably make it 3 repetitions of 3 sets of 8 to 10 reps. And finally, in the week 4 after you have accomplished this, you can look at increasing your weights, increasing the weight, that is you could probably increase it to 20 kgs or whatever you feel comfortable.

Well, this goal setting chart and what I have just now explained is only for example, as a coach or even as an individual player, you can incorporate any which way you want, you can have even set more technical skill, you can set more physical skill or you can even do the vice versa. You can also use this form that is called the staircase approach, where you know to meet your long term goal or even your terminal goal, you can start with a baseline performance where you benchmark yourself at currently where you are, okay. And then you can set small intermediate goals till you reach your terminal goal. We have already discussed

the staircase approach in our session 2 and session 3, so that will give you a reference. And finally, we have a small reflective exercise in which you have to indicate which of these activities happen in which phase.

So, let us quickly go through them. Providing team and individual statistics happens in which phase, team and individual member assessment happens in which phase and comparison of the athletes and the coaches goal happen in which phase. So, providing team and individual statistics happens in the meeting phase, sorry in the evaluation phase, the team and individual member assessment happens in the planning phase and the comparison of athletes and coaches goal happen in the meeting phase. So, the answers also are listed here, so that will give you a ready reference. And finally, let us do a recap of this session. In this session, we talked about the 3 phases, the planning phase, the meeting phase and the evaluation phase crucial for setting goals for teams.

If you do not have too much time to go through each of those phases in you know in its totality, you could probably depending upon the time that you have, you can you know modify it or you can even make it suitable to your time requirement. In individual goal setting, we looked at how we can do goal setting either with an athlete or with a coach or with a you know along with a psychologist or you can also look at the psychological factors that are very important, positive mind self, self-confidence, belief and also thinking that it is my goal. And we also looked at goal setting charts that can be used by coaches and also by the players. So, this brings us to the end of session 4. Thank you.