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DISCUSSION ON MENTAL TRAINING AND GOAL SETTING

Hello everyone, and welcome to this session on a discussion that we will be having with two very important sports persons. We will be talking with Mr. R. Rajan, former International basketball player. And also in the second part of this session, we will be talking to Mr. Irudh Raj, who is a former Santosh Trophy player, and he has also been a coach of the football academy for more than two decades.

So in the first part of the session, we will be discussing psychological skills training, which we have learnt in the theoretical aspects in our first session on psychological skills. And also we will be asking sir some questions about goal setting. So our sports history goes back to hundreds of years. Our sports persons and athletes have competed in many international events, namely Olympics, Asian Games, Commonwealth Games and many international tournaments, and they have done exceedingly well.

Performance has been good and they have also earned a lot of medals. But during the early years, the sports participation, especially up to the mid 90s, 1990s, sports were seen mainly to be more of a physical activity. The importance and awareness about the psychological components that are important in sports lacked awareness. Yet, our sports person, be it in the individual disciplines or the team disciplines did very, very well to overcome many obstacles and competition, pressure and stress. To understand and gain insight into how our sportsmen and athletes handle themselves and manage their emotions without any kind of formal training, we have Shree Rajan among us.

Thank you sir for all your time. And sir is a very illustrious sports person. He is the former

captain of the Indian basketball team. He is the selector for the Indian basketball men and women in both the junior and the senior category. He is an internationally certified sports mentor and he is also a member of the Khelo India talent identification for the basketball committee.

His sports career spanning more than three decades, represented the Indian team continuously for more than 15 years, captaining that on many occasions. He represented Karnataka state from 1979 to 2000 and also captained the state on many occasions and led the team to victory. He has had the unique distinction of being the flag bearer for the National Games for the Karnataka contingent. Along with this, he has received many awards from the government of Karnataka, namely the Karnataka Rajyotsava Award, the Ekalavya Award and also the Karnataka Olympic Association Award. And we are very happy to have him and we will be asking him many questions relating to what kind of mental training was done during those times when formal training was actually not much in play.

So sir, welcome to this program. Thank you very much. Yeah. The first question to you is, can you provide us an understanding as to what was the awareness about mental training during those days? You know, what were your sources? How did you understand or did you know anything about mental training? During our playing days, right from the 80s to the late 90s, I think the mental training awareness in India was very, very less. In fact, since I had an opportunity when I was in the national camps, right from 1982 during the Asian Games coaching camps and during my junior days at various SAI centres, they had started the sports science centres since the Asian Games was coming to India. 81, 82, they had given a lot of emphasis on sports science.

Otherwise those days it was more basketball coaching and strength and conditioning. Sports psychology, physiotherapy, video analysis all this was not given so much prominence in the camps and the sporting training programs. So it was more of your game techniques. But since I had the privilege to be with many senior NIS coaches who are national coaches and camps held at various NIS or what you call the SAI sports centres, there were a lot of other coaches in other disciplines like a volleyball coach or a hockey coach, athletics coach. So when you had all of them around, you would interact with them.

So they also were getting aware and they were also trying to give us some inputs about

mental training and visualisation. And also we used to have a few tests done by sports science specialists from NIS, which is now SAI. They would do the basic tests on the students, but nothing very concrete or very systematic to help an athlete to work on his mental skills. So without any kind of formal or any kind of systematic training, how did you prepare for competitions? Because you have played a lot for the Indian team, you have travelled, you have played in Asian championships. So how did you prepare for competitions? So initially the first few years, we were all working more on the basketball skill and working a little bit to get yourself fit because you knew that you need to be very fit and agile because you had some SAI or government approved tests to see how physically fit you are.

How's your endurance? How's your speed? How's your agility? Which was a scientific test, so which was good for us. But mental skills were less. So what we would do is we used to talk to, especially my own experiences, I would talk to those coaches, sports science specialists, and also various foreign coaches who are there. And I would just ask them how it is. So they used to say that preparing mentally is very important.

You have to think about the game. So we never thought those days that these were all called mental training or you can call it goal setting. It was more like preparing your mind for the game situation. So over the course of time, I would think that, so today visualisation, how many attempts I would make, for example, a free throw or out of 10, I should make 8 or 9. Though I do that in practice, when you come back after your session and also during your free time, you think about it, how's your shooting action? How is your follow through? And you're getting those shots.

Then how's the moves? For example, you want to collect ,box out and collect a rebound. So you keep thinking about it day in and day out. All the different skills of the game. But you didn't know that it was visualisation or it was goal setting. You would just say I'll think about it.

The kind of concept that was there. You think about it those days. It was not told as it's a mental training, but then it was all like an individual effort. Like I made my own efforts till later part of the 90s when there were more specialised sports psychologists coming in to guide the players till then. It was all like you worked on it.

You think about it. You think of how you are going to cut and receive the ball. You keep on thinking, day in and day out and they would say that practice and thinking go hand in hand and it comes automatically in a game. So in a team sport like basketball, did you and your team members work together towards setting goals? Because you played with a certain batch of players for a longer period of time. So did you work towards setting goals for yourself and for the team? Early during the early 80s to mid 90s, we had a very good bunch and the team did quite well in various Asian Championships. We had outstanding Arjuna awardees, all round players from the juniors coming to the seniors, a very good bunch of seniors and a good combination. Very dedicated and hard working and the teams did well in various championships wherever you went.

So the goals, we didn't know it was a goal setting. We always thought that this championship we should, suppose we are going for an Asian Basketball Championship, we should be somewhere in the top 5-6. So we would go there with that aim because we would work on last time what the position was, how we can improve at least by one or two rankings. So it was very realistic, right? The goal you set was realistic. Because you knew where you stood as a team together.

Because you were playing all the big leagues like China, Japan, you knew that your level would be that. So it was very realistic in nature. And we always thought that we have to take every championship one step at a time and then go ahead. Also the advantage was we had coaches who were the senior coaches. They all had been with the team for 4 years, 6 years, 8 years.

So they knew from one championship in and out and also the championships and the other team opponents and we worked towards that. So I would like to ask you, you know, in terms of dunking in basketball, it is also called a gazelle leap, right? Dunking is a very spectacular event in basketball and all the tall people usually, you know, do that as a part of their training. So you were one of the first players in India to introduce or start dunking. I think it is not a very easy thing to achieve. Can you throw light on how you set your goal? The first question I will ask you is how did you learn about dunking, right? See in the 80s, we never had what you have today, YouTube or what is available on the internet to go and see the game.

So those days it was more like you get college basketball tapes or you get video tapes, you know, the VHS or you would get some NBA tapes when people come down. We would ask them to get those games and then look at it and analyse. So most of them were watching those games. And when I started off in my 1982 with the junior Indian team, some of my batchmate friends felt that you had a good opportunity, good leap, good spring to see that you can learn dunking. So every day after the session, there was a group of friends who would, my teammates in the national camps who would tell me, hey Rajan, come on, let's put you some balls, try to see that you can first try to put the ball over the ring, you know, try to reach with your fingers.

It's starting off with that kind of training because, simple steps. And then you start working on that. Then initially they tell you without the ball, you run and jump and see how much of your hand or your fingers can go above the ring. So you keep, because you're a young budding player at 18 years old and you're learning a dunk, which you don't have today, a scientific way of teaching. So this went on for about a year. Within a couple of months by the time I was in the junior Indian team and we went to Manila in 82, I was able to get my wrist or the palm over the ring and then bring the ball into the ring which was called just the basic dunk. And by the time I was in the 83 seniors, when I came back home, I developed my agility, my jump, my strength and worked on all those things to develop the slam dunks. So I started dunking with a single hand. Then I worked on two hand dunking, reverse dunking and for that you have to do an all round work.

You know, it's coordination, it's a quick leap, it's your reflex. Yes. And also your strength and your power to improve. So for all that you have to do your weight training. I've heard that you have broken many boards in many championships by doing the dunks.

Yeah, those days. Is it true? Yes. There were a couple of National Championships which got postponed for a day or two, like the Federation Cup and the Interzonal because those days they did not have a dunking ring like what they have, which has got a spring action now. So if you get with the force and the swing, the board would break or crack. So you need to replace it. So as it grew, India started getting those spring dunks so you could do it.

And also at 6 feet 3. So I would say that you didn't rest till you learned how to dunk, right? Yes, it took about two years time to get a good slam dunk. And then it became the most

spectacular because for many, many years, people were trying to dunk in the layup before the game. But during the game over the player during the game situation, all that was very spectacular because at 6 feet 3, when you dunk, it becomes more and more spectacular than a 6'9 or a 6'10 who's doing a dunk.

I know. It's a coordinated effort. So we learnt in theory that once you set a goal of wanting to achieve something, you don't rest till you have perfected it. So I think this is a perfect example of how you started dunking, learning the process and then you didn't rest and then you fine-tuned it to learn other ways to do it, right? To match what they do now in the NBA and things like that. So my next question to you is, do you recall any tournament or any instance where you set a goal as a team and you were able to achieve it as a team together? A couple of championships, we went to Hong Kong for the ABC and the coach had set a goal saying that we have to do well and we have to improve our ranking. So we went to Hong Kong for the Asian Basketball Championship.

We did very well. And then followed by the next, at China also, when we went for the Asian Championship, the team had set goals that we have to be in the top six. And we did well. At Bangkok, we were in the top six. And we could have come fifth, but then a few of us had to come back to India leaving a match because we were part of the Indian contingent which was playing the SAF games at Calcutta since we were the host. So three of us were asked to fly down to be with the team for the finals against Pakistan, which we won by 30 points because SAF games was also an important part of it.

So coaches who were there for a longer time always had a goal because they knew what was the performance in the previous edition and how to improve it. They had a realistic goal. They never said that you have to be a champion, you have to be a medalist because they knew what is the strength of India. So I would like to ask you this question: without any access to systematic mental training, the performance of teams have been so good. So if you had access to systematic mental training at that point of time, how would your performance improve or how would you think it would have been better? See if you look back at any technology which is there today, which is helping the player is a great advantage.

For example, you have a mental training for your player. You have a video analyst who can analyse, nutritionists for a good diet, sports physiotherapists who can make you recover

faster. So these were all strength and conditioning. So earlier it was only coaching and a little bit on your strength and conditioning. Other aspects of the support staff were not there.

So if mental training was a part of the system, I think many of the Indian athletes would have done much better because you would have known how to do mental preparation, how to do visualisation. I can give you an example from those days. I always maybe started off from 83 till 2000 till I retired. Before every game, I would spend some time like switch off from all thoughts and think about the game, think about my contribution to the team and think about how I could, what are my strengths and my weaknesses. So this is what is basically what I learnt all by myself.

Right, I know. So much of dedication and so much of the zeal and motivation to improve can be I think understood. When you say that you were putting in your own efforts to be a better player and both mentally as well as physically. So one of my last questions to you is today in sports science era where you have sports science team and specialists for every area or every gamut of sports performance, do you think a sports psychologist should be a part of every sports contingent, anything, whether it be at the state level or it can be at the international, do you think a sports psychologist should be a part of it? Mental training is very, very important. If you just look at a few days back where Neeraj Chopra's coach has told that mental strength and mental training is very, very important for an athlete to perform and sustain that performance. And right from the under 13, 16, you get into a systematic coaching program. You have good coaches, you have strength and conditioning.

So it's important to bring in a mental technique or a psychologist to the training program and it's important to have a nutritionist because good nutritional diet is also very important. So I'm sure that many of the teams and not only the national teams, even the private teams have got sports psychologists with them as a part to help the players and athletes. Thank you so much for all this insightful information and thank you for spending the time to have the discussion. And so in the next session, we'll be having Mr. Irudh Raj, football coach, where we'll be learning from him about goal setting and how he works with his team in terms of motivating them and encouraging them.

Thank you so much, Mr. Rajan. Thank you. So in the second session now, we have Mr. Irudh Raj, former national level football player and also a coach at the football academy. So

goal setting is a very important concept as we have all learned in our theory portion. Any team that wants to win needs to have a goal about how they are going to do, how they are going to perform in a match. And when a player is with a coach for over a season or over a period of time, they need to emphasise how they need to work on the goals.

So we can learn it from none other than Mr. Irudh Raj. So Mr. Irudh Raj, thank you so much for being here and spending your time. So Sir holds a NIS diploma in coaching and an AFC A licensed coaching certificate given by the Asian Football Federation. He has attended the coaches clinic in sports science. He retired from the Indian Army as a junior commissioned officer and is currently the head coach at a premier football academy where he has been working for more than two decades.

A former player himself, he brings on to the table of having played for services at the prestigious Santosh Trophy. He has played the National Games, the Federation Cup and also the Durand Cup. He has also participated in the fourth world military games toward Egypt and Myanmar as a part of the services team. He also has many decorations bestowed to him by the Indian Army, the commendation card by the chief of army, the Meritorious Service in Indian Army. So Sir will be here to share his experiences about how it is to be a coach and to work with a bunch of players and how he can encourage them and motivate them.

Thank you Sir. So Sir, my first question is could you please tell us a little bit about your football team and what level the football team is playing at? Now, this season we are playing in the top elite division in Bangalore. We have a bunch of 25 players and they are all between 18 to 23 age group and I think this elite division, super division in Bangalore is one of the toughest leagues in India. We have 20 to 19 teams, very competitive. So it is, I think, quite a challenge to be working with a bunch of players. So if a team needs to do well in a season, a systematic assessment of the team needs to be done because you know you have to work on certain areas.

So can you briefly explain what type of assessment you do before the start of the training camps? I learned that these people are with you for a year right? Yeah. There will be a systematic assessment from the start of the selection of players in every season and we invite players for the trials, to attend the trials from all over India. Oh, okay.

Yeah. And we have a set of drills and games to assess them. And once they start giving their trials, we assess them in different areas, which includes their fitness level, their technical ability, their tactical ability, and their decision-making. And the most important thing is their football awareness. And once we finish all those things, we finalise with a set of our final list. And once the final list is done, they have to go, they have to finish other formalities, they have to complete other formalities like their document verifications and their registrations of the All India Football Federation and also their medical checkup. And once this is done, then before the start of the training, we conduct the fitness and skill test.

Right. So the selection part is different? And then you do that once you take them on board? Yeah, before the start of the training session. Right, right. It all comes before the start of the training. And once we conduct this fitness test and skill test, we will come to know what the players level is.

And then they will also come to know where we are standing. And based on that, I designed the training program accordingly, ma'am. So now that you are assessing the fitness levels and football skill levels, etc., to function as a team, right, because it is a team sport, to function as a team, you need to do goal setting, you need to set goals for them. So how do you work on setting goals for your teams? Like goal setting is not always about winning, you know, it's like, winning is the end result, every team wants to win. But how do you set team goals? Ma'am, before I set goals, I have a benchmark, I made a benchmark for each and every activity on and off the pitch.

Right. They apply, each and every individual should know this. Right. And once I do this, I will start, I will focus on the goal settings. Right. I have two important goal settings. One is performance goal setting and another one is specific goal setting.

And first thing is, when it comes to goal setting, it's a long one, one is short term, one is long term. So I'll just interrupt. What do you mean by performance goals? And what do you mean by specific goals? Performance goals, every session, we see how the players are performing, how the players are improving certain specific skills or skills or techniques, technical skills. Suppose the player is good in right foot, but he is not good in left foot.

Right. That is a specific thing. Right. So he has to be like both, you know, both able to use

both the legs. Football is a very physically challenging game. And also he has to be very comfortable on the ball, more confident on the ball. If he is not that, if he is not comfortable on the ball, if he is not physically strong, if his decision making is not good, then we'll have a problem with the performance.

Right. Right. Every session we see the player's performance. Right. Not only on the pitch, off the pitch also. Yeah. So like if you are working on performance goals and also specific goals, you are also setting goals for the individual players. Like you said, if somebody is good with his right foot, he needs to improve his left foot kicks.

So you set him, you set some goals for him. Right. So how is it set? Like do you discuss with the player or you are self as a coach directing the player? How is it done? Yeah. First we have a group discussion ma'am. Okay. And every individual should know what is goal setting? What is long term goal setting? What is short term goal setting? Few players are into short term goal settings.

Few players are into short term. That is coach's discretion. He will take care of that. But few players are short term goal setting. They'll have that mindset that yes, I have to play for top level clubs or national team. That is short term.

Within quick, within a short term, you'll be reaching that level. And when the players are graduating from this club to the higher level, it is great, the credit goes to the management and the coach also. No, but in terms of specifically goals for your training program, because these boys are there with you for one year and you are playing in an elite division and you want the team to do well, you know, it's not about winning like we talked about. So how do you set these goals for them? You know that if you can. We have a group discussion.

We specify each and every point to the players. What is goal setting? First thing is the on and off the pitch discipline. But first come then the hard work, their hard work on the pitch. Okay. And how much they put their commitment on the pitch and their communication with the teammates and the officials. And also their technical ability and the tactical moves and their psychological factors. And that is the goal setting we have to consider and they should know what and in which direction we are going.

And every goal setting is like I train the players in a positive and a winning mentality. That is very important. Right. So are the players involved when you do this, like, you know, when you say that, you have to improve your left foot kick and then you put them on some certain drills. Do you talk to them about it? Or is it just given by the coach? Each and every session is a communication.

So involving both the players and each and every session is a form of communication. We interact before the session also and after the session also. We'll come to know what problems they face during the session. And we'll come back to the players after the session. Okay. So the same drill will be continued next session also so that the repetition will be more so that we can see a lot of improvement from the individual.

Yeah. So I mean, I also like to ask you this question, you know, players don't like to be told that they are not good at this or they have to improve in this. Sometimes, you know, they don't take it very sportively. So what has your experience been like? Are they in sync? Like suppose you tell one of your football players that your left foot kick is not very good. You need to improve. Do they take it positively or do they accept it? I mean, like this is a very challenging part as a coach because they all have different personalities.

But we should know how to get into those personal things and how to get the work extracted from them and how to motivate them and how to encourage them to do the things. If you encourage them in such a way, they will definitely do it and they will come up with a good result. Because when you work with younger children, right, I mean, when these things are told to them, the acceptance is different. But here, they are already 18 years old. So like, you know, getting across and they already have developed a certain amount of skill set.

Here you want to fine tune that, right? Because see, here on our platform is a little bit of advance ma'am, because we are playing in the elite division in Bangalore. Right. That is a very tough competition. And every player needs to be more technically sound and physically strong and mentally strong. Okay? When these things are there, then we can compete with the top players. Because in Bangalore all the 19-20 clubs have the top players in their respective clubs.

For that, we need all these aspects to be followed ma'am. Right. Right. So, you know,

when we are talking about, you know, setting goals, theoretically a coach is the one who does all the groundwork of setting goals, etc. But it is not easy, right? It is quite challenging, because many times you do not meet the goals. Many times like you cannot always win. There are times when you lose, when your team does not do well.

So suppose your team does well. What kind of goals do you set? I mean, the two part question is that when your team does well, what kind of goals do you set for further improvement? First thing is like, we have a clear goal setting ma'am. Right. That is followed by each and every individual. Right. Second thing is, after setting goals, we have a measure. Right. So we take the data and track the performance and track their improvement. How they are improving, how they are reacting to our response to our training. And based on that, we design the training programs for the next year. Do you get statistics in the leagues that you play? Or do you get statistics of the players performance? Is it available or you recorded? Yeah, we have a video analyst.

Okay. Even in a practice session also, because lots of problems we face during the sessions, same things we can see in the competition also, because we have to sort out all those things. We take video clippings during the training. Right. And based on that, they come immediately after the training, they come back, and we watch them, we will make them sit and watch their mistakes so that they get everything into their mind. And in the next session, they'll make mistakes, but you can see them minimise their mistakes. Okay, we can see that mistakes will be minimised every session, because they understand what mistakes they are committing. But unfortunately, was this available when you played? No, because now everything is systematic, very scientific.

I know. And also I deal with the players, all different personalities come from different backgrounds, different cultures, different languages, and different because it's very difficult. Very diverse, we can put it like it's very diverse and very different. Different Yeah. So many players don't understand English, they don't speak English, only they speak their own mother tongue.

That is very difficult. Yeah, difficult, I know. So like, you know, in this, like, you know, in a very joking way, because the statistics are there, you know, even the players know that if they're at fault, they have to accept it right. It's like earlier days, if you say that I scored some

three goals, or I scored some things, you had to believe because there was nothing to count, right? So it's a difficult situation. Okay, so, you're a NIS qualified coach, right? And did you have any kind of orientation during your course into psychology, sports psychology? I think there is a paper on sports psychology. Did you learn, did you have any formal exposure to sports psychology? Because in NIS, we have a sports psychology, even in A license, we have a sports psychologist who comes and takes classes. At least three or four sessions we have.

And because now sports psychologist plays a major role in sportsmen, especially in football. In football, when we play a match, when you have practice, only you can see negativity in the players' mentality. When you say negativity, can you just explain like, they feel that they're not going to improve? Or what is it? Not only at Indian level, it's the entire world, football players facing the same thing or coaches and others support staff facing the same thing. Because when coaches say, yeah, you have to dribble and take a shot at the goal. Yeah, but the dribbling was successful, but he's not taking a shot, there is an option to take a shot, but he gives the pass to the other players.

Why? They call the players they ask, they say sir, if I get if I take a shot, the ball will go out. That is a mental thought. Or they don't want to be blamed if yeah, negative. They are not positive ma'am. First thing is we have to train the players with a positive mentality so that we can get a good result.

How hard is it to work with the players? You know, that's what I said. I know that they come from diverse backgrounds. But you've been a coach for so many years and you know, you've been in the setup.

So I think you're used to it to a large extent. Yeah. That's why I'm dealing with different personalities. And some players have too much of an attitude. Some players are very aggressive. Right. Some players are very soft natured. Right. And each and every player's, so which kind of personality is better to work with. Like you want the aggressive or you want the people who have attitude or you want the people who are soft or a blend of all is good. It's a blend of all ma'am because in football, I know I told you that football is a physically challenging game. Right. And they have to be very aggressive.

At the same time, they have to be in front of the goal, they have to be very calm to place the

ball into the goal. And at the same time in defense line, they have to be more aggressive to clear the ball in midfield, they should be more aggressive also, they have to be more calm also. And it's a mixture of all. Yeah, it's not very easy to be and to control this to get the players into one, mould them into one and as a team, we have to work. It's a very challenging task as a goal. So when you are telling me that it is so challenging, how are you so mentally strong? Because let us also remember that even coaches need mental skills, right? Even they need to be strong, they need to be positive, they need to be confident about them.

I know you're from the armed forces. So you are having that background. Yeah, you can explain to us. That is there, during our playing days, we have seen our teammates and we have seen our coaches' reaction. Right. And in our own personal attitude and experience. Right. And with that, we take some good input from our NIS coaching courses and the AFC A licence courses. Right. And now before the training, first week of our training, we call sports psychologist to have sessions.

Okay, that is very, very important. Right. And with them also, we take some feedbacks. And based on that we work because now most of the players have a different mindset, ma'am. Yeah. And we as a team, we have to work and we give them a little bit of team building activities. It is very important to have good teamwork.

Because they're also from diverse backgrounds, their information will be limited. In this activity, at least they are gel with each other. Right. That they work as a team. Yeah, and you can see the team bonding.

Right. Then we can see the results also. We are giving the results. Yeah. Okay. So, I have one question for you: you know, we all think that when we set a goal, we have to achieve it, right? That's what is understood. And if you don't achieve it, you think that you are a failure. So, with young athletes or young boys that you're working with, you know, like suppose you said, like, let us go back to the example where you said that one has to be strong on the left foot. So if you give them like, you know, I'm going to give you two weeks time to work on your left foot.

And at the end of two weeks, let us test how strong you are on your left foot. You know, if there's a possibility that the football player would not have achieved the goal, what happens

then, do they feel disappointed? Or what do you do? Like, how do you work on it? As a coach, we can't be so rigid also, we have to be a little bit flexible. Right. Because learning is a continued process. Right. Today, if you don't, if he doesn't learn, tomorrow, definitely he will learn. That mentality we should have and maybe I need to increase the players to develop their skills and motivate them to improve their performance. And definitely they will do that. Of course, many players don't follow our instructions. Okay, they will take it very casually, very lightly.

And for that type of players, we have a different treatment. Yeah, treatment. Yes, definitely they will do. They're doing it also and we are getting the results also. And after the season, as I said, short term training plan or short term goal and we can see the boys' development and they're getting graduated from our club to the higher clubs. That is a great result for our team, not only as a team, but as an individual.

Okay, yeah. So here, like you said, you shouldn't be very rigid about the players. We can give them a little bit more time to reach their potential or work on a particular skill, right? And you also said that you have some people who are not very serious. And also you have football players who would be serious, right? So for the people who are very committed and who are very serious about the game, do you have to set the goals for them or they themselves come and tell you like, sir, this is what I want to work on or? No, in our training, we can observe who's working hard, who is really committed. And I focus more on those guys, specifically, I spend a lot of time with them.

And because they are determined. Right. They're coming with 100% commitment. Yes, I will do it. We have to push those guys to go to that level. Yes, target because every individual has some goal in their life. Yeah. So but for the other, you know, percentage who are not so committed, like, do you mould them to be more committed and push them? Yes.

Yeah. So how do you encourage your athletes? Because in our platform, there's a little bit of everything that is advanced, not basic. Okay. Oh, you are at the advanced level. Yeah. And if those guys, those players are in different directions, then we have to get more involved with them and get them into our platform, put them into rigorous training, and they're giving a good response.

Okay. And so my final question is, can you just recall one of your experiences where you set a goal for your team, and they did well, any experience you had? May not be just this particular lot, it can be in your experience, like anything as a coach, where you set a goal, and you know, you work for it, and the team was able to achieve anything that is memorable for you. Yeah, we have three most important things in my life, ma'am. One is our, we started our club from scratch. Right. Nowhere from nowhere. Right. And we had one goal, everybody had that one important goal that we have to become a champion. Right.

And from day one till the last day, boys really worked hard, and we reached that goal. Okay, and the next level is the same thing we did. And there's a new bunch but after that first goal setting we did and we achieved it. All the players who have that list of teams, all the players who have not achieved anything, after the season all the players graduated to the higher clubs. Okay, that was a great result. Yeah, and next year, this was like a platform for them to move to the next after coming to us one as a certain level from C division to B division we came right and B division we had the same goal settings, which in every individual and really we worked hard, players really worked out.

And yeah, and then we became a champion. And the same thing we had in this A division. Now we are in the top division. That's wonderful to know that, you know, what you dreamed and what you dreamed with your boys, you know that is coming true. So thank you so much for being here, Mr. Irudh Raj and sharing all your insights about your coaching and what are all the principles and what you do to develop and create and deliver better players. Thank you so much for your time. Thank you. It's a pleasure. Thank you. Thank you.