

**SELECTION CRITERIA
YOUTH, JUNIOR AND SENIOR**

2011/12

Objective

To select players with the ability, commitment and work ethic to maximise their hockey potential and excel in major outdoor tournaments for Scotland.

Selection Framework

1. Selection will primarily be based on selecting players who consistently display growth mindset behaviours as set out in the player characteristics.
2. All players selected for squads must commit to a full training programme as set by the squad head coach including weekly performance programme training.
3. All players are subject to fitness monitoring throughout the year, must work towards reaching maximum standards as set by the head coach of the respective squad and demonstrate improvement.
4. It is recognised that in selecting a team account must be taken of an individual's ability to contribute to the goals of the team and therefore be prepared to embrace challenges such as position change.

1 Player Characteristics

1. Players must demonstrate the behaviours of a growth mindset, this includes:
 - 1.1 An approach to the development process based on learning and hard work;
 - 1.2 A desire to learn;
 - 1.3 Seeing setback as an opportunity to learn;
 - 1.4 Endeavour to understand and embrace challenges;
 - 1.5 Persist in their efforts;
 - 1.6 Working hard at all aspects of their hockey programme
 - 1.7 Learn from feedback;
 - 1.8 Learn from the success of others; and
 - 1.9 Always strive to reach higher levels of achievement
2. Players must demonstrate a level of all-round physical suitability **appropriate to the age and stage of development**, to the demands of international hockey, and work towards developing that physical potential.
3. Sound understanding and delivery of basic techniques in international hockey.
4. Work to understand and deliver core tactical concepts.
5. Work to execute skills in new and challenging environments.
6. Take ownership of their own development, the targets of the team and of Scottish Hockey.
7. Completing fitness diaries as directed by the head coach.

2 Selection and De-selection Process

1. The competition programme and testing dates will be made available to all players in advance and after the appropriate selection point.
2. The head coach in consultation with a variety of national team coaches, performance squad coaches, district coaches and the Performance Manager will select the initial age group squads during the inter-district tournaments.
3. The Head Coach and Performance Manager are jointly responsible for the selection of all final squad members with the input of the U21 and senior head coaches.
4. The Performance Manager in consultation with the Head Coach is responsible for the final sign off of the final team.
5. The Head Coach will be available to discuss selections with any affected player.
6. Any de-selected player must have a plan of action that will aid their development and future selection.
7. Any deselected player will have the opportunity for a meeting with the head coach and the Performance Manager will attend.

3 Injury and Illness

1. Any player ill or injured prior to competing in any tournament will undergo assessments to determine their ability to compete.
2. The assessments will be carried out by either a doctor or physiotherapist and will include physical tests.
3. The tests will be agreed with the player and will include: sprints; acceleration and deceleration; turning; and if required an aerobic component.
4. The final decision to compete will rest with the Head Coach and Performance Manager in consultation with the medical officer.

4 The Fitness Standards

The head coach will make available world class fitness standards in elite hockey (where possible) prior to the start of the programme. Players must demonstrate a willingness to work to these standards and demonstrate improvements.

Notes for Coaches and Selectors for Youth Programmes

On selecting and deselecting players for youth programmes it is important to apply the following principles:

1. Birth dates can play a significant role in the maturation and development of players. Players in team sports that have an early birth date tend to get selected more than late birth date players – check birth dates and be careful not to select on the fact the player is an early maturer.
2. Those players that have had greater opportunities to train tend to have better ability, however other players given those opportunities may develop faster due to their growth mindset. Individuals may have transferrable skills from other sports – check training history.
3. The players demonstrating greater ability at an earlier age tend to have had greater exposure to more qualified coaches – check coaching history.
4. Consider potential development to perform at a senior level against current youth level performance, some players may have developed poor habits from previous programmes – will the player develop into a senior international player by challenging their previously developed implicit skills?
5. Select growth mindset players based on the behaviours stated above. Look for the ability to embrace challenge, learn from setbacks, learn from feedback and focus on effort.
6. Players that do not demonstrate the growth mindset may not due to the major influences in their life. The growth mindset can be learned and those players willing to develop the growth mindset and demonstrate improvement should be considered for selection.
7. Ensure each player is playing club hockey and playing at the correct level, the correct level of training and competition at their club is important for each player's development.