

STRATEGIES OF IMPLEMENTATION THE PSYCHOLOGICAL ASSISTANCE PROGRAMS AT THE LEVEL OF THE BASKETBALL TEAMS DIVISION A

Julien Leonard FLEANCU ¹

Catalin CIOCAN ²

¹University of Pitesti

²„Vasile Alecsandri” University of Bacău

Key words: basketball, strategies, programs, psychological assistance

Abstract

I consider that the results of the statistical transformation of instruments of measurements used can be very useful for increasing the performance, because they can offer useful relations in the purpose of increasing the performance, because they can give us relations from motivation, attitudes, depression, tiredness, confusion and the succeed percentage or the number of errors during a game; For assuring a long time efficiency of this kind of feedback programs the basketball clubs must seriously think of repeating the process.

The premises of the research

Without neglecting the importance of the physical training, the development of the technical-tactics abilities, the psychological component has a determinant role in winning a competition. The capacity to mobilize before the competition, to fight against the stress and to fix the real objectives, the mentality of a winner, the power to create mental images as well as their transposition into practice represent a part of the behavior and the express of the player within the game. The basketball game can be considered a psychological barometer, the personal problems of the players having a reflection on their performances.

The purpose of the research. This research's objective is to optimize the performances of the basketball game with the help of the psychological assistance programs.

So, the plan to optimize the basketball players' performance will have the following steps (table no.1):

1. The presentation of the intervention in front of the team;
2. The team control;
3. The feedback of the team;
4. The elimination of a preliminar project;
5. The coordination of a common project;
6. Consolidation or extension.

The presentation in front of the team will take place at the first session of instructions of the effective from the pre competition period together with the second stage, the team control. It will be used the evaluation of the sport performances of the players with the help of the feedback 360 degrees technique (table no.2).

Table no. 1 –The schedule of optimization of the BCA PITESTI basketball team performances.

The stages of the intervention	Manner/ Instruments	Manner/ Instruments	Manner/ Instruments
1.Presentation of the intervention in front of the team;	Collective meeting		
2.Team control;	Personality test	Evaluation of the sportive competence of the team (Feedback 360 degrees)	Evaluation of the results by the managing team
3.The feedback to the team;	The result obtained at the tests (Private sessions with each player)	The Tendex coefficient regarding the previous competitive year (Private sessions with each player)	Presentation of the objectives for each player
4.Elaboration of a preliminary project;	Establishment of the objectives for the whole team	Establishment of the objectives for each player of the team	Presentation of the objectives to each player
5.Coordination of a common project;	Daily registering of the training	Registration of the Tandex indice to the official games	Feedback messages with information regarding the evolution of the player on the training and at the latest official game
6. Consolidation or extension.	Schedule control	Objectives control	Sanctions/Recommense, proposal for new objectives.

This technique is borrowed from psychology and it is used to train the employees and to evaluate their performances. The purpose of the implementation of this system must be very clearly formulated and communicated to all of the involved persons. The evaluation instruments consist of questionnaires which are completed by different evaluators.

For basketball this method must focus on the individual behavior of the players and not on general characteristics. That's why the items of the questionnaire must frame a specific context reducing that way the evaluation errors, the behavior of evaluation deriving from the vision and the values of the basketball team.

After applying the questionnaire the data analysis will be most of the times realized by external consultants, with the help of some specialized software programs. Several types of reports are obtained that can include the evaluation of each behavior for each basketball player presented within a table or a graphic so that the differences between evaluators are easy to be identified.

Once the reports are generated, a general report with the results for each player is elaborated and sent to the coach. Then the psychologist and the coach have group discussions with the whole team, in which the beneficiaries of the feedback (in this case, the players) discuss the significance of the results and the possible development actions for the whole team.

After these stages there comes the feedback to the team. In this stage the players will receive the results of the evaluations through some cards. Beside the results of the evaluations the basketball players will also receive a card with their activity in the latest championship.

It is to be specified that the efficiency of the sportsmen during a basketball game can be calculated with the use of the Tandex coefficient presented by Colibaba Evuleț Dumitru in 1998. The form used is a report in which the numerator is equal with the difference between the sum of the success actions (goals+ balls winning+ good passes) and the sum of the non success actions (missed free kicks+ wonned balls+ number of missed balls), and the denominator subscribes the number of minutes of actually play on the sports ground. The result is multiplied with the bonus indices for time allowed to the players according to the number of minutes on the sports ground.

TABLE NO.2. Traditional evaluation of the performances versus the feedback evaluation 360 (according to Zoltan Bogathy, 2004)

Criteria	Traditional evaluation of performances	Feedback 360 process
Objective	To offer feedback to the subordinated regarding the previous performance and to the potential from the point of view of the superior	To offer feedback regarding the performances, behavior and development necessities.
Information sources	One evaluator- the superior, the boss.	Multiple evaluators- colleagues, subordinated, superiors, auto evaluation, spectators and fans etc.
Confidentiality	The feedback is public.	The feedback is integrated by an external source, the individual evaluations being confidential.
Content	It is reported the behavior and the performance of the coach for instance in obtaining the results for the team.	It is reported the behavior and the performance of the coach in obtaining results for the basketball team and the development needs of the evaluated.
Appreciation method	The likert scale of evaluation or guded into the behavior, combined with qualitative comments.	The likert scale of evaluation.
Connections with other decisions of human resources	Compensation and reward, promoting, assigning, transfers, instruction and development.	Identification of the development and instruction necessities, the exploitation of the possibilities of career.
The philosophy that is the base of the process	Process administrated by one party, focus on the evaluation of the employee, critical decision of the manager, previous orientation from up to down.	The beneficiary is the evaluator, focuses on the development of the employee including the auto evaluation.
Context	Most of the cases are realized every year when negotiating the new contract.	Continuous process.
Vise employees	All the employees of the club, including the general manager, the directors of departments, coaches and players.	Usually, the employees with manage positions and fonctions.

The furnishing of the evaluation card as well as the centralizing card will take place in the meeting between the coach and each sportsman. In this meetings, for communicating the results will be used the standard method (initially there will be some positive remarks that will prepare the player for the critical ones, the session closing with positive comments). Since the feedback sessions will be very frequent during the competition of an year, it is not to risk that the positive sandwich effect be diminated in time.

The posterior stage to the feedback to the basketball team is that of elaborating a preliminary project, stage that suppose that the technical staff will prepare for each player a card with the objectives for the competitive year that follows. To be efficient, the players must accept the objectives. In consequence it is recommended new sessions between the coach and each player.

The technical staff's objectives must be specific and it is also indicated that they should have quantity and quality elements, too. For the feedback source to have credibility it is indicated that the quality elements should be reported to the quantity ones and vice versa. For instance, for a basketball player who evolutes as a pivot we have the following example (taken from the evaluation card of behavior description): "Is very efficient at the backboard kicks, both with hook and semi hook and is a little bad at the front kicks in semi distance", it can be reported the wick percentage of each player at the final kicks in front at semi distance. That's how the sportsman will have a real participation in establishing the objectives, being aware that he must improve his performances in that domain.

The fifth stage follows:

- 1.the evolution of each player during the training by recording them;
- 2.the weekly revision of the training images;
- 3.distribution twice a month of the specific card that contain the information regarding the performances of the players during the training (in the private sessions);
- 4.the furnishing once a week at the first training after the official game of the cards with statistic registration that should also contain the Tendex coefficient obtained at the official game (collective or private sessions);
- 5.viewing the official game;
- 6.qualitative comparisons once a month with the sportsmen from the adverse team that play in the same position.

The last stage consists of the systematic control of the plan that the technical staff should have provided. The control will take place once a month when the technical staff will have to evaluate the performances of the sportsmen and to decide regarding their futur policy. There will be some conclusions regarding the previous performances and of the fulfillment or not of the objectives. If they are accomplished, the process will then go through perfection, stimulating the player to improve his performances. In contrary there will be a registration, together with the coach, of the causes that prevented the fulfillment of the performances and the measures that are imposed in this kind of situations.

Conclusions:

1. I consider that the results of the statistical transformation of instruments of measurements used can be very useful for increasing the performance, because they can offer useful relations in the purpose of increasing the performance, because they can give us relations from motivation, attitudes, depression, tiredness, confusion and the succeed percentage or the number of errors during a game;
2. Relations can be obtained from the factors mentioned before and the scores obtained at the evaluation cards of the sportive competitive, both from the colleagues or the technical staff as well as from each player according to the score obtained at the auto evaluation;
3. At the same time there can be done a statistical analysis of the specific habituation at which the players have obtained the biggest progress, the impact of the method on the attention, focus, memoir and stress (the relation between the reducing of the incertitude by feedback and the optional stress at the sportsmen).
4. Even more than that, the feedback 360 systems contribute to the increasing of the confidence and to the efficiency of the communication between managers and the others employees of the club.
5. For assuring a long time efficiency of this kind of feedback programs the basketball clubs must seriously think of repeating the process.