

THE HIDDEN ELEMENT



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INTRODUCTION

World Champions, Olympic medals, riders on the World Tour, Grand Tour Participation, National Champions, Winners of monuments, and other big races...

In a study with 100 Danish elite riders, many of them providing the above results, it was revealed what they have in common, but even more significant, it was also revealed that there is no winners DNA, only understanding of individual needs!

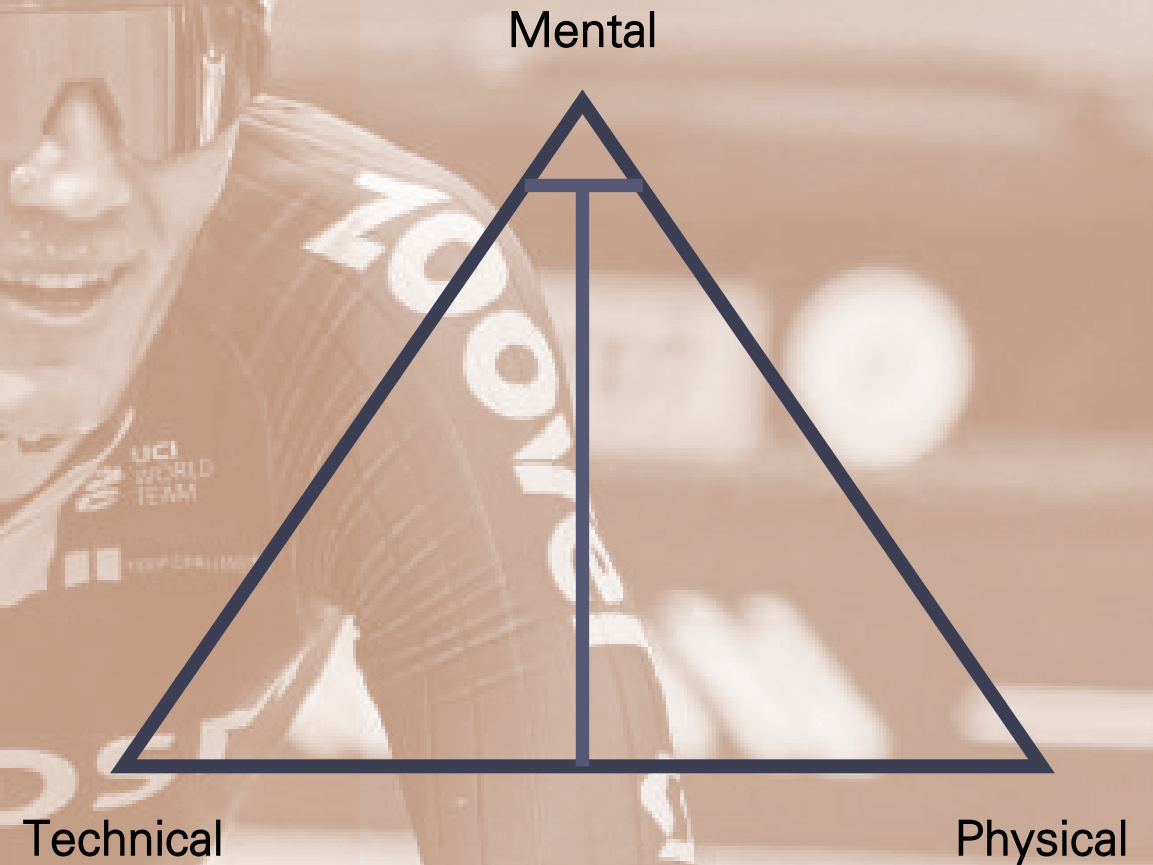


THE UNBALANCED TRIANGLE

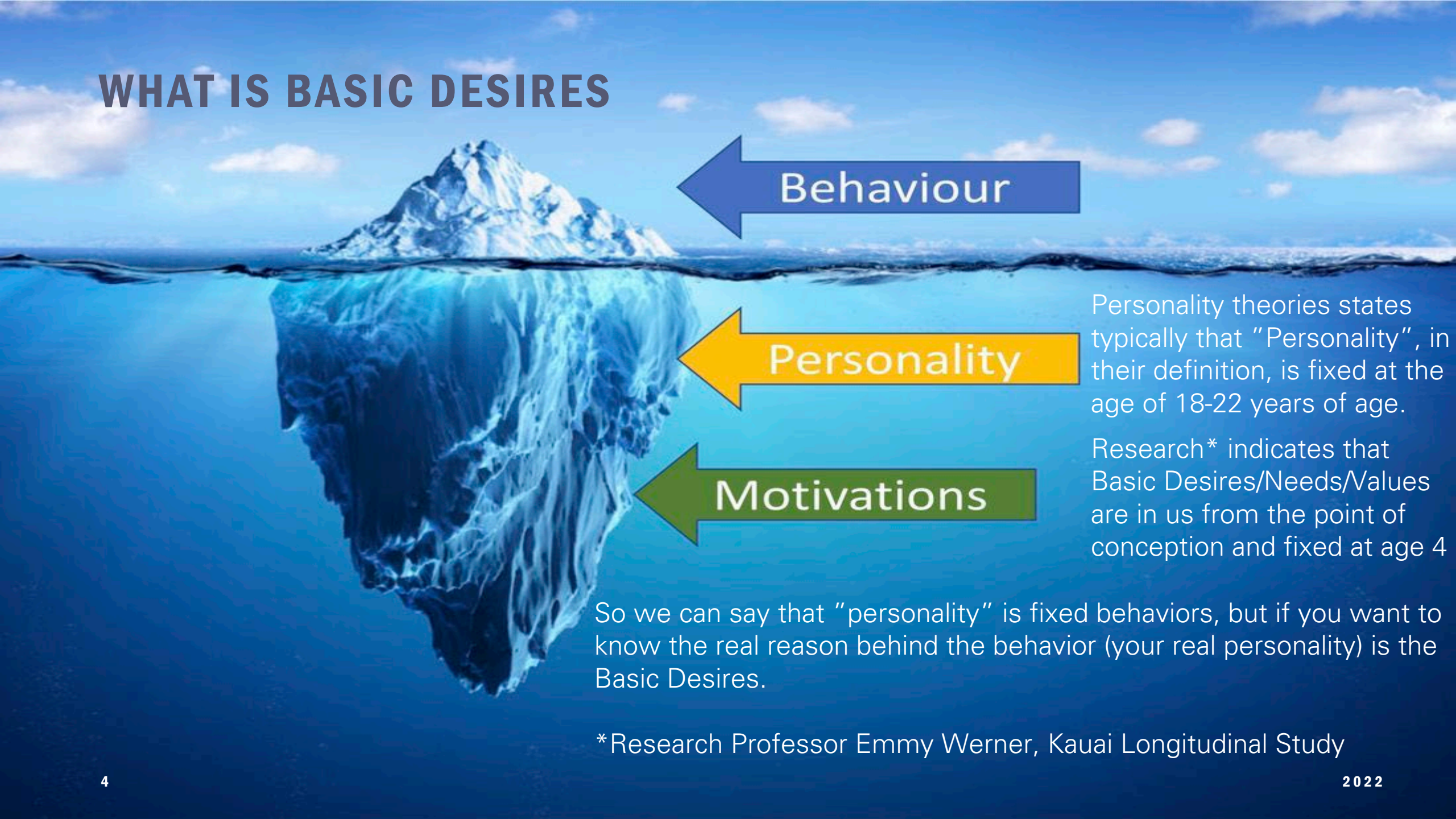
In sports there are three main components in every athlete. The technical, the physical and the mental.

These three parts should be worked on equally in adult athletes, but for some reason, the mental part is still (in most teams) not getting the same attention as the other two, if any!

Tapping more into this hidden element, can open the door to amazing resources.



WHAT IS BASIC DESIRES



Behaviour

Personality

Motivations

Personality theories states typically that "Personality", in their definition, is fixed at the age of 18-22 years of age.

Research* indicates that Basic Desires/Needs/Values are in us from the point of conception and fixed at age 4

So we can say that "personality" is fixed behaviors, but if you want to know the real reason behind the behavior (your real personality) is the Basic Desires.

*Research Professor Emmy Werner, Kauai Longitudinal Study

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SCIENTIFIC BACKGROUND

The 16 Basic Desires Theory is a theory of motivation originally proposed by Steven Reiss, Psychology and Psychiatry professor emeritus at the Ohio State University in Ohio, USA.

In 2015-17 these findings were re-assessed at the University of Luxembourg by Prof. Samuel Greiff, Dr. Christoph Kemper, and Jan Dorendahl.



THE 16 BASIC DESIRES

CURIOSITY

SOCIAL ACCEPTANCE

POWER

STATUS

RETENTION

AUTONOMY

SOCIAL PARTICIPATION

PRINCIPLES

SOCIAL ENGAGEMENT

STRUCTURE

SAFETY

REVENGE

PHYSICAL ACTIVITY

FOOD ENJOYMENT

FAMILY

SENSUALITY



LUXX profile
The beauty in personality



4 SIGNIFICANT MOTIVES IN SUCCESSFUL BIKE RIDERS

Physical Activity High Need

Safety Low Need

Food Enjoyment High Need

Curiosity Low Need

Rasmus Quaade, European U23 TT Champion



3 MOTIVES IN "DIFFICULT" BIKE RIDERS

Autonomy High Need

Principles Low Need

Structure Low Need

INDIVIDUALITY

The importance of understanding individuality in athletes is crucial to success.

If we understand the needs of the individual, we can tailor coaching & communication so that we can get better outcomes.

Is it the physiological factors that determines what kind of rider a person is? No it is not, it is the hidden element called Basic Desires.

Once we understand them, we can design not only the perfect training, but also the perfect role, that will motivate the rider to continued performance.



THE MAKING OF A SUCCESSFUL DIRECTOR SPORTIFF

Scenario 1:

Total collapse at the national U23 championships despite being massive favorite.

DS mistake - Trying to run the team the way he would like to be guided.

2 weeks later... (Same DS & Team Captain).

Scenario 2:

Professional execution of strategy at the Paris – Roubaix

DS success – Running the team according the riders needs, not his own.

Difference: Making strategy together with team captain, giving clear instruction to team, about roles in each segment. Made Team Captain feel important (Power & Status both high), and provided riders with clear knowledge on what to do (Curiosity low).



EVERYONE CAN PERFORM – ONLY QUESTION IS WHY

THE UNEXPECTED SUCCESS

Sergio – the rider that came back

Asian rider, not in shape/prepared for European cycling/continental level.

Released from team after 1st season, joined local Danish cycling club with B-license, performed well, got A-license, picked up by team 2nd part of season.

Driver for success: Structure High Need & Physical Activity High Need

THE UNEXPECTED LACK OF SUCCESS

The former World Tour rider who never succeeded again.

In the past, very successful, but after getting World Tour contract, never performed again.

Most likely driver for past performance: Sensuality High Need

Obstacle for success: Principles Low Need

POTENTIAL PROBLEMS CAN BE FORESEEN AND AVOIDED

THE WHEREABOUTS SYSTEM

The Whereabouts system requires an athlete to confirm his or her exact location to the relevant testing authority for one hour a day, seven days a week, 365 days a year. This needs to be done quarterly and can be adjusted as circumstances change.

THIS SYSTEM REQUIRES STRUCTURE

To complete and maintain, this system requires that the athlete has some level of structure in his or hers person.

Some do not, but can still be amazing athletes!

Everyone around Alex Rasmussen knew that he was one amazingly strong rider, but also highly unstructured. His 18 month suspension could have been avoided, but offering support to maintain his Whereabouts.

PRECISE GUIDING FOR EVERY DS ON EVERY RIDER

Magt	1,90	1,27	vil gerne tage ansvar, savner kpt rolle – MEGET
Uafhængighed	0,08	2,00	
Nysgerrighed	-0,98	1,74	
Accept	-1,42	0,62	Kan tåle direkte kritik, men vil forsvare sig
Orden	-0,62	1,50	
Sparsommelighed	0,66	1,39	
Ære	-0,76	0,91	
Idealisme	-2,00	0,12	
Social Kontakt	-1,13	0,00	
Familie	1,27	1,68	Familie er meget vigtig og led af hjemve på det hollandske hold. Hjælp ham med at skabe få gode relationer på holdet, som kan kompensere for forældrene
Status	1,93	-0,36	Har brug for at det kan ses at han har succes /Kpt rolle
Hævn	2,00	0,44	Kan godt gøre og sige ting der kan pisse andre af God til at rage uklar med andre Elsker at diskutere og vinde diskussion
Skønhed	0,03	0,45	
Spisning	1,81	1,31	
Fysisk Aktivitet	1,25	-0,35	
Sindsro	-1,51	0,11	

Gode råd generelt

Placere ham væk fra de andre inden start, ønsker ikke at høre fra de andre som har kørt

En god sportsdirektør er en der kan motivere gennem at holde hovedet koldt og ikke hidse sig op, skæld ud skal komme senere når man er kommet sig, må gerne vise omsorg

Træner skal skrive estimeret power output til træning og pauser skal angives. Behøver ikke spørge hvordan han har det, skal nok selv melde ud hvis han ikke har det fint. Opfølgning en gang om ugen er nok. Laver sin TP med data, men giver kun kommentarer hvis det ikke var en god træning. Kører sine programmer. Gør som der bliver sagt. Kører sine intervaller indenfor 2-3 watt. Ønsker præcise angivelser.

AN ORGANIZED APPROACH TO COACHING

For every DS one card per rider is created, so that no matter which rider he or she coaches, or will have in the race team, the communication can be tailored for maximum impact and performance, through the right motivational aspects.

Mental



Technical

Physical

**PERHAPS TIME TO
EXPAND THE WORK ON
THE HIDDEN ELEMENT**



**THANK YOU
FOR LISTENING**

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