

Checklist



PDCA-cyclus - How to develop a plan to incorporate data and expert opinion in the selection processes of Olympic athletes?

Plan

- Fair and transparent process which builds trust to athletes
- Nominating /selecting the athletes with the highest probabilities to win GOLD / ANY MEDAL
- Nominating /selecting the athletes with the highest probabilities to finish TOP 8 / TOP 16
- Being the number one nation in a specific sport
- Nominating /selecting the best athletes (e.g. based on world ranking)
- Nominating /selecting athletes to build experience at the Olympic Games, to increase their winning probability at the next Games.
- A 100% defensible process, to avoid lawsuits
- Protect integrity in high performance sports
- To learn to perform on demand

Do

- Involve the right people, take care of diversity and athlete representation
- Make a communication plan, from start to finish
- Avoid conflicts of interest
- Manage expectations of athletes
- Optimise the use of expert opinion, e.g. using the IDEA protocol
- Choose what kind of expert opinion you want to consider
- Choose what kind of data you want to consider
- Define how to combine expert opinion and data
- Choose if you want a 100% data-driven policy
- Match the criteria of your NOC/NF with the international criteria (IF)

Check

Pre-defined Goals

Fair and transparent process which builds trust to athletes

Selecting the athletes with the highest probabilities to win GOLD / ANY MEDAL / Top-8 / Top-16

Being the number one nation in a specific sport

Selecting the best athletes (e.g. based on world ranking)

Selecting athletes to build experience at the Olympic Games, to increase their winning probability at the next Games.

A 100% defensible process, to avoid lawsuits

Protect integrity in high performance sports

To learn to perform on demand

All / other

Check

Organise an athlete survey: do they perceive the process as fair and transparent?

Calculate the conversion rates from #Starts to #top-n finishes at the Games. Compare with previous Games

Create medal tables for that sport (gold/silver/bronze and total medals).

Calculate the conversion rates from (world) ranking positions to #top-n finishes at the Games.

Count the number of debutants in your Olympic team. Compare with previous Games. Compare the conversion rates of debutants with the experienced Olympians.

Number of (un)successful appeals

Number of complaints related to integrity resulting from selection processes

Compare the performances with your expectations: did they perform on demand?

Do a massive evaluation

Act

- Standardize proven practices
- Identify points of improvement

Start the PDCA-cycle again, by describing the obstacle: what problem needs to be solved / which goal should be achieved?

Expert opinion

possible factors



Factor	Factor (continued)	Factor (continued)
Ambition	Direct qualification by name	Performance under pressure
Attention to detail	Discipline	Personality
Attitude	Experience / Age	Player's opponents
Balance between player and team	External and internal pressure	Players who can be supportive to the ones who play
Balance between players with different skills	Fitness	Players who work best together as a team
Be ego (sometimes)	Focus	Potential
Behaviour (be kind, use manners, respect, etc) – either good or bad	Game understanding	Pressure (e.g. from media, agents, general public, sponsors, parents)
Being close to the coaches' eye	Goal setting	Psycho-behavioural skills
Coach-athlete relationship	Good character	Put the team before themselves
Coaches Eye / experts "discretion"	Group dynamic	Role model for younger athletes
Commitment to the (centralised) programme	Gut feel (of the coach)	Skill in relation to position & game plan
Committed to the training / Feeling very responsible	Human Skills	Skill to belong to a team for 30 days in a row even if you don't play so much
Confidence	Hunger	Spending a lot of time with an athlete
Consistently follow a coaching philosophy	Impact of competition schedule	Tactics
Consistently follow a game plan	Impact on other athletes	Team sport: investments in high-profile players
Cope with & control anxiety	Intuition (of the coach)	Technique
Course profile	Late/ early selection	Weather / Water conditions
Creativity	Mental toughness	X-factor
Current form	Organise their daily life in such a way, that they can optimise their elite sport results	
Deal with stressors	Perfectionism	

Data

possible factors

- Bookmakers' predictions
- Competition performance (time, distance, points, weight etc)
- Competition result (1st ,2nd ,3rd ,....., n)
- Competition result related to the strength of the participants in that specific contest
- Current & past performances
- ELO-ratings (or comparable)
- Event where the PR/PSB is set (e.g. during training vs big event)
- Frequency of performing at PSB/ PR - level
- Head-to-head results vs. athletes in competition for selection
- Mental tests / interviews
- Number of competitions (e.g. in qualification period or another timeframe)
- Number of matches won (e.g. in qualification period or another timeframe)
- Participation in previous Olympic Games
- Performance tests (strength, endurance etc)
- Personal Record / Personal Season Best
- Predictions of future performances
- Ranking of athletes (e.g. World Ranking)
- Result at Continental Championships
- Result at trials / test events / nomination events
- Result at World Championships
- Result at World Cups
- World / Continental record