



# Cliff ComebackKid

# Blue Football Team

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# YOUR LEADERSHIP STYLE

## INTRODUCTION



Scan to check out  
our website & view  
the SALA  
resources

What do your best sports experiences have in common? Perhaps you had a close relationship with your team, where everyone worked together seamlessly. Your teammates understood your preferred style of communication and collaboration. Tasks were completed efficiently, and even disagreements resulted in positive outcomes. The environment inspired you to achieve new heights.

The Student-Athlete Leadership Assessment (SALA) is not just a tool. It's a catalyst for transformation. It helps you harness the power of your 'best' team experiences and apply them to your everyday interactions. You can unlock your full potential as a leader by better understanding yourself and others, improving your relationships, and becoming more effective on your team.

The SALA model is about more than just identifying your leadership style and character skills. It's about your personal growth. It's a journey of self-discovery and improvement. Completing the SALA provides a detailed report on your top two leadership roles. Your report will not only guide the development of character skills associated with those roles but also offer insights into your unique strengths and areas for growth.

Your results will provide an in-depth analysis of your top two leadership roles and guide the development of character skills associated with those roles.

After establishing this foundation, you will be better equipped to navigate the different contexts in which the SALA can aid your growth and success.

## OVERVIEW OF THE TEN LEADERSHIP ROLES

All leadership roles within a team are not just valuable. They are essential. Each role offers unique strengths that others might not possess, and this diversity makes a team strong. It is important to note that these roles do not represent a hierarchy but rather ten different student-athlete leadership positions on a team. On some teams, all ten roles may be filled, while some student-athlete leaders may be able to fulfill more than one role. In larger teams, multiple players might serve in the same leadership position. However, it is crucial for the team to function at its best by ensuring that many of these roles are accounted for, regardless of the team's size.

## THE TEN LEADERSHIP ROLES



**ROOKIE** – The new teammate who has the uncommon ability to immediately begin effectively leading their new teammates



**WOUNDED WARRIOR** – The teammate who is able to positively lead while missing time due to significant or lingering illness or injury



**BENCH COACH** – The teammate who is one of the strongest positive leaders on the team despite the lack of playing time



**CARETAKER** – The teammate who leads through the care they show their teammates



**COMEBACK KID** – The teammate who leads their team best in times of adversity



**PIED PIPER** – The teammate who leads well due to the disproportionate amount of influence they possess with their teammates



**SHERPA** – The teammate who leads by helping teammates up the mountains they hope to climb



**SOCIALITE** – The teammate who leads by ensuring the team spends time together outside of practice



**VOICE** – The teammate whose words carry significant weight and are used to positively influence teammates

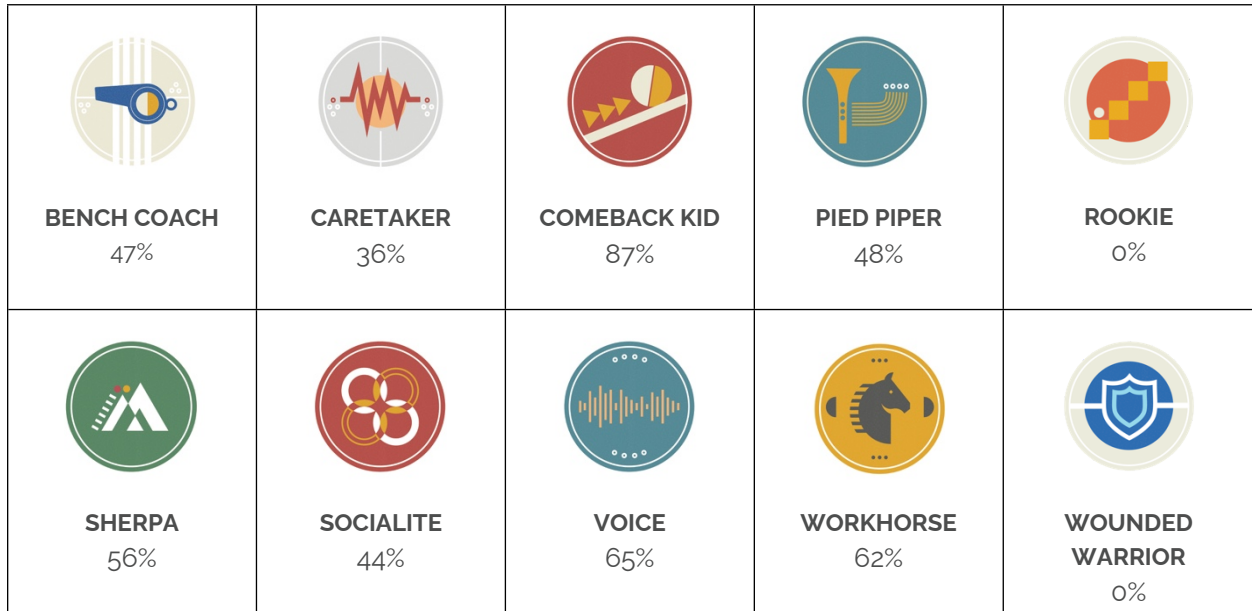


**WORKHORSE** – The teammate who leads their team through their superior work ethic

## YOUR RESULTS: LEADERSHIP ROLE + CHARACTER SKILLS

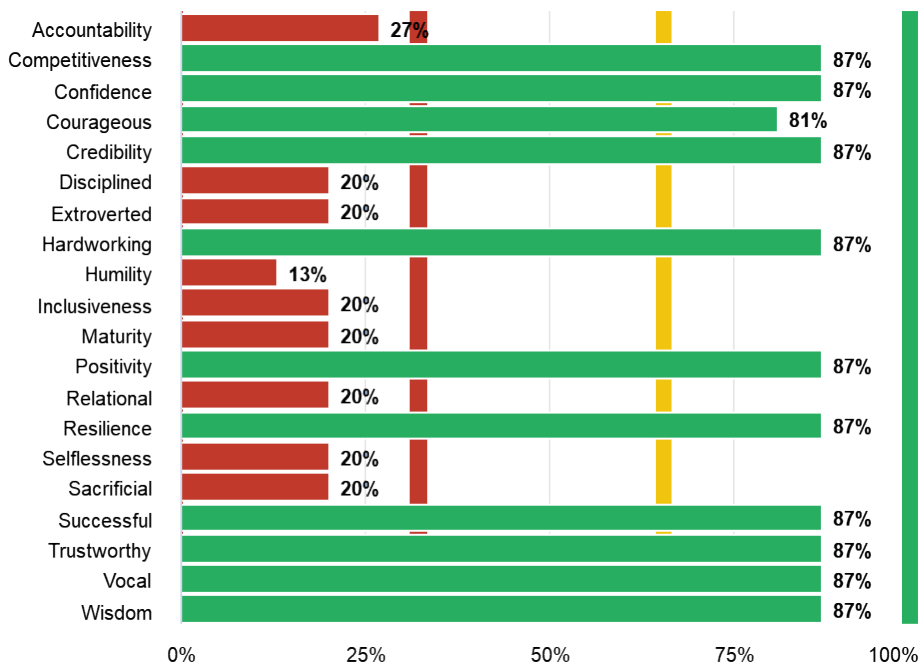
Before you dig into your top 2 leadership roles and the associated character skills, here is an overall view of your results for both leadership roles and character skills.

### LEADERSHIP ROLES



**NOTE:** Any roles that show 0% indicate that these do not apply based on your answers.

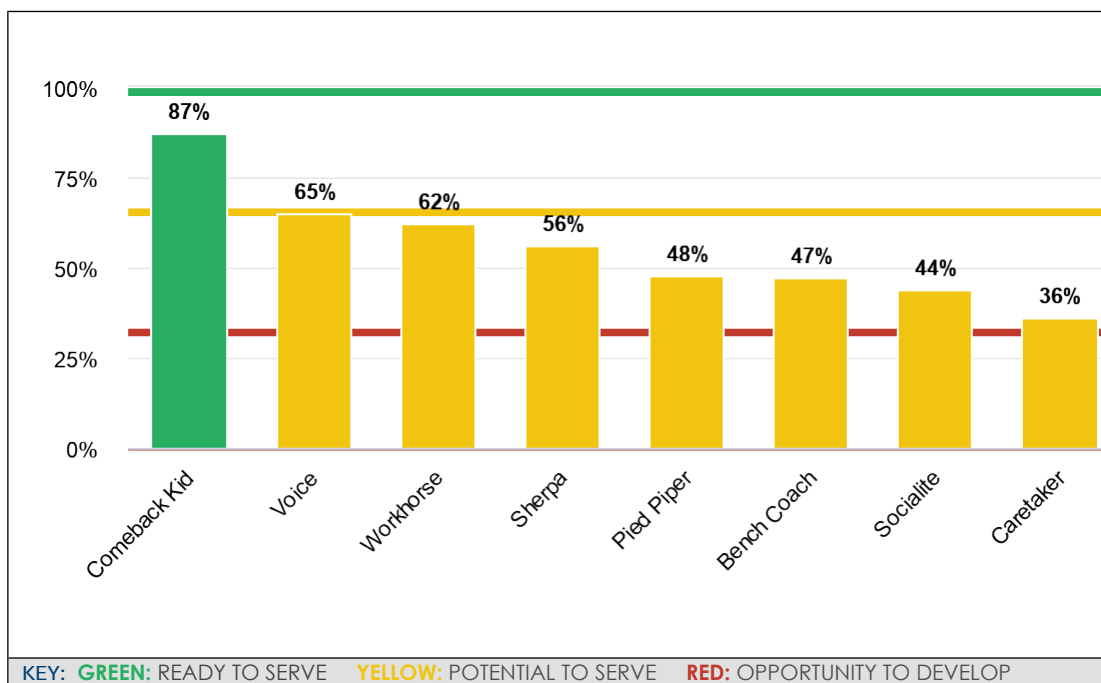
### CHARACTER SKILLS



## READY/POTENTIAL/OPPORTUNITY

Based on your input, your feedback shows your leadership role scores may fall within three different categories:

1. **Ready to serve** – you are deemed ready to serve in the indicated role(s) immediately.
2. **Potential to serve** – You have the potential to lead in the indicated role this upcoming season, but you will need to continue to develop your leadership character skills to help you lead effectively in that role.
3. **Opportunity to Develop** – Your scores revealed that you're not ready for a leadership role at this time but still provides you with leadership roles you might be able to grow into as you develop your leadership skills.



### WHAT IF I DON'T HAVE ANY 'READY TO SERVE' ROLES?

For any role you play on a team, you must be adequately equipped to perform the role well. If you do not have any roles in which you are currently "Ready to Serve", we hope you'll spend time getting equipped. Later in this report you'll receive instruction on how to develop the character skills required to help you be an effective leader on your team. We also suggest you ask your coach to pair you with an established leader on the team that can mentor you in the highest ranked leadership role shown above.

## YOUR #1 LEADERSHIP ROLE



# COMEBACK KID

### The teammate who leads their team best in times of adversity

We all enjoy a good sports comeback, don't we? Well, except when our team falls victim to a remarkable comeback by the opposing team! A great comeback adds excitement to the game for sports fans. Sometimes, when all hope is lost for a team, we witness a player step up and lead their team back from the brink of defeat. The player on the team behind on the scoreboard gets motivated, gets hot, and inspires their teammates to put in the necessary effort to fight back. The type of leader that can accomplish this is called a Comeback Kid.

As a Comeback Kid leader, you are a unique leader who excels in challenging situations. You perform your best when the circumstances are most challenging. While your teammates may feel tired, discouraged, and lacking confidence, as the Comeback Kid leader, you revive your team with energy, effort, and belief. It's as if they can resuscitate their teammates and bring them back to life.

Adversity often tries to overpower and defeat teammates, leaving them helpless and demotivated. It aims to diminish their confidence and belief in winning. Therefore, a team's success must depend on having one or more Comeback Kid leaders on the roster who can help the team bounce back from challenging situations.

As a Comeback Kid leader, you are not naturally born with the ability to bounce back from adversity. Instead, it is a role developed through previous setbacks and challenges you have had to overcome in your own life. For some, it may be the unfortunate childhood they had to endure, but it made them stronger. For others, it might be a major setback in their sports career, such as a significant injury or illness that they had to face. It could have also been a suspension they served due to their poor choices. Whatever your challenges have been in your life, you leverage them to help yourself and your team overcome setbacks and challenges.

As a Comeback Kid leader, you have learned to use your history as an ally rather than an enemy. You have faced and overcome numerous obstacles, which has made you the leader you are today. Adversity doesn't make you give up; instead, you fight against it and want more.

## CHARACTER SKILLS ASSOCIATED WITH COMEBACK KID

COMPETITIVE

CREDIBILITY

RESILIENCE

VOCAL

CONFIDENCE

HARDWORKING

SUCCESSFUL

WISDOM

COURAGEOUS

POSITIVITY

TRUSTWORTHY



# COMEBACK KID

## WHAT HELPS A COMEBACK KID LEAD WELL

- ✓ Resilience and ability to remain positive in the midst of adversity
- ✓ Highly competitive
- ✓ Communicates a belief in themselves and their teammates despite a deficit on the scoreboard
- ✓ Ability to rally the troops when the team is faced with adversity
- ✓ Ability to increase their level of play when the team is down
- ✓ Willingness to share about the adversity they've gone through to help educate and encourage teammates

## WHAT MAY HOLD A COMEBACK KID BACK

- ✗ They can get easily frustrated by those that appear to have already quit when the team gets down
- ✗ This frustration could lead them to disrespect teammates that don't follow their lead, damaging their ability to influence those teammates going forward
- ✗ Teammates that don't believe in the team's ability to comeback may find the attitude and efforts of a Comeback Kid annoying or even view it as grandstanding
- ✗ If a Comeback Kid is one who has had to overcome their own poor choices, some teammates may have trouble forgiving them for their mistakes





## YOUR #2 LEADERSHIP ROLE



# VOICE

**The teammate whose words carry significant weight and are used to positively influence teammates**

On most teams, there is usually one player whose voice holds more weight than the others. As soon as this player speaks, everyone stops, pays attention, and listens carefully to what is being said. This teammate has already earned the respect and admiration of their fellow team members, which gives their voice more power and influence. This type of leader is commonly referred to as The Voice.

You may have been part of a team where one person dominates the conversation, speaking loudly and frequently to assert their authority and get what they want. However, this behavior is not indicative of a Voice leader. As a Voice leader, you speak up out of a desire to support and care for your team and your fellow team members.

As a Voice leader, you have demonstrated exceptional conduct over a prolonged period of time. Typically (but not always), as a Voice leader, you are an upperclassman who has consistently performed well in their chosen sport and possibly in academics throughout your high school or college years. You don't necessarily have to be the best player on the team, but you should be a hard worker and a valuable contributor. Your teammates hold you in high regard, trusting and respecting you enough to listen to your opinions and ideas above all others.

As a Voice leader, you can grab teammates' attention, allowing coaches to speak and be heard or impart wisdom and instructions. As a Voice leader, you understand that you don't always have to have the correct answer, but you can facilitate group discussions to find the best solution. As a Voice leader, you have earned the respect and trust of your teammates. You can also address any teammate, verbally correcting or challenging them when necessary. If used correctly, this ability can take some responsibility off your coaches' shoulders.

As a Voice leader, you may be the player in the middle of a huddle who motivates your team before a game. As a Voice leader, you possess the ability to be heard and the talent to choose the right words at the right time. You are a great listener and observer, which helps you determine the best words to say. Words hold great power, both to build up and to tear down, so as a Voice leader, you must exercise great wisdom when speaking to your teammates.

### CHARACTER SKILLS ASSOCIATED WITH VOICE

ACCOUNTABILITY

CREDIBILITY

HARDWORKING

SUCCESSFUL

WISDOM

CONFIDENCE

DISCIPLINED

MATURITY

TRUSTWORTHY

COURAGEOUS

EXTROVERTED

POSITIVITY

VOCAL





# VOICE

## WHAT HELPS A VOICE LEAD WELL

- ✓ Not afraid to speak up when they feel it's needed
- ✓ Highly respected by teammates
- ✓ Have proven themselves to be trustworthy
- ✓ Great motivator & work ethic
- ✓ Hold themselves accountable to high standards, allowing them to hold teammates to those same standards
- ✓ Ability to correct and challenge teammates

## WHAT MAY HOLD A VOICE BACK

- ✗ Because their words are held in such regard, they must be extremely careful with what they say and how they say it
- ✗ Because of the weight of their words, they could inadvertently hurt the feelings of teammates, damaging their leadership ability
- ✗ They may feel threatened or even have a power struggle with another Voice on the team
- ✗ Can get discouraged or frustrated if a teammate doesn't respond to their leadership
- ✗ Can fall victim of speaking up too much, dissuading other teammates from speaking up



# NEXT STEPS

## BECOMING UNCOMMON

- 1 Download the SALA Development Playbook
- 2 Complete the playbook either on your own or with your coaches and teammates - forming your "Practice Plans" for your development.
- 3 Visit the website for additional resources and development tools.
- 4 If you have purchased additional coaching from the Battle Tested™ team, visit our website to schedule your coaching session(s).

