An analysis on Talent Identification and Development in Sports and Games

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Abstract:

This paper is aim to study the talent identification and development in sports and games and study the current practices in talent identification and identifying and developing talent at right time. Sports talent is a product of heredity and environment. Heredity unfolds itself with the passage of time and is also affected by environment including physical activity. In high performance sports children are normally considered for talent identification. These children are growing and maturing in a certain environment. Growth produces changes in physique, capacities, abilities, personality traits, interests, attitudes etc. Younger the child the faster is the changes.

Key words: talent identification, Promotion, environmen

Introduction

There are opportunities to develop physically, emotionally and socially and to discover hidden talents, learn about oneself and develop a new sense of competence and self-worth. Everyone has ability, but it is not distributed equally or predictably. This applies to coaches as well as athletes. Often ability is a gift of birth, but that doesn't guarantee success. From a more contemporary perspective, Peltole defined talent identification as the process by which children are encouraged to participate in the sports in which they are most likely to succeed, based on results of testing selected parameters. These parameters have been shown to predict future performance, taking into account the child's current level of maturity. Russell went beyond the identification of talent, and proposed that the scientific perspective on the pursuit of excellence in sport be broken down into 4 key stages: Detection, selection, identification and development.

Objectives of the Paper

This paper is aim to study the talent identification and development in sports and games and study the current practices in talent identification and identifying and developing talent at right time.

Principles of talent identification and development

Several sports science disciplines are actively engaged in tackling the problem of talent identification and its development. Still no clear cut formula or procedure is available for identifying talent for various sports. Based on present knowledge gained from actual practice and sports science disciplines and following principles of talent identification and development are presented :

Base point is the structure of future performance: Talent identification and development is a future oriented process. The aim is to find and develop talent for high performance several years ahead in the future. Therefore one has to look for those performance factors or performance capacity which will enable the sportspersons to achieve this performance. The proper implementation of this principle involves tackling of the prognosis of sport performance in a sport at a fixed time in the future, determination of the structure of prognostic performance and determination of the performance capacity and its structured essential to achieve prognostic performance. On the basis of the performance capacity and its structure demand profiles should be prepared for the different stages of training. The demand profiles serve as the base for talent identification and its development.

Steps for talent identification and its Promotion

Sports talent is a product of heredity and environment. Heredity unfolds itself with the passage of time and is also affected by environment including physical activity. In high performance sports children are normally considered for talent identification. These children are growing and maturing in a certain environment. Growth produces changes in physique, capacities, abilities, personality traits, interests, attitudes etc. Younger the child the faster is the changes. Therefore it is very difficult to judge the final outcome or sports talent. Moreover, through systematic training growth and development processes can be significantly

affected. The process of talent identification and its development therefore must begin in early childhood. It should be spread over a number of years and sports training should aim at maximal exploitation of growth and development, especially motor development, for optimum development of talent.

Table-1 Steps for talent identification and its Promotion

Step I	Aim	Screening of children for basic training stage. Screening done on the basis of :
		1.Health and physique
		2.General physical performance capacity.
		3.Motives, interests, mental capacities etc.,
		4.Interest of parents etc.
Training in the basic stage should be uniform for all children		
Step II	After 3-4 years of training	
	Aim	Selection for a group of sport (Advanced training stage) Selection based on the following keeping in mind the specific requirements for the group of sports :
		Physique
		Motor abilities
		Performance
		Cognitive, emotional and volitional factors and personality traits.
		Ability to tolerate load.
Step III	After 3-4 years of advanced training	
	Aim	Selection for a sport or event (High performance training state). Selection to be based on the following keeping in minds the specific requirements for the sport / event.
		Physique
		Performance and the potential for performance
		Talent indicators
		Cognitive, emotional and volitional factors and personality trails
		Experimentation by training for a limited period in a sport.

Sports performance is the product of total personality of the sport person. Hence when trying to spot talent the effort should not be limited to only physical fitness, technical skills, tactical efficiency and physique. One must consider all factors all factors which directly or indirectly determine or influence performance, performance capacity and sports training. It is very important to give due weight age to those qualities and factors which will enable the child to undergo hard and systematic training for several years.

Some of the important factors to be considered for talent identification are:

- Age (chronological and biological).
- Performance and training state (present and past).
- Nature and duration of training in the past.
- Motivation, interest and attitude of the child and his parents. Health.
- Socio-economical and living conditions.
- School / college results.

The training had done in the past and the biological age has special importance for talent identification trained children perform better than the untrained in tests of fitness and sports. This does not always mean that they are more talented. Untrained children with regular training, but with talent, very frequently overtake trained children who are not talented. Similarly children who are biologically advanced perform better than the other children though they may not be talented.

It should become progressively more specific: With the passage of time and also due to regular sports training and sports talent assumes its final shape and shows itself in the form of excellence in a sport or event. Therefore, the effort to spot talent for a specific sport or event should be made at a later stage. It is also very important that effort to develop talent in the initial stages should be through general means. It should gradually become more specific with the passage of time and improvement in performance.

Less trainable factors should be given more weight age: Sport performance is determined by a complex of factors. Some of these factors like strength, endurance etc., can be improved to a considerable extent through

training. Some factors, however, are very less trainable i.e., are largely genetically determined. Most important among the less trainable factors are physique, height, speed, playability, temperament etc. while identifying talent in children less trainable factors should be given more weight age.

Talent indicators should be considered: Sports science disciplines should be used to provide additional information about the individual components of performance.

Large population of children is a Basic Necessity: No system of talent identification and development can be fool proof. This is to because talent identification is basically a process of prediction of a child's performance in the future. During the period of growth and development so many things can happen over which we can have no control. In order to overcome this problem it is essential that a large population of children is selected for the first stage of training. The larger the population the higher is the probability that some of the selected children will reach international level when they grow up (theory of probability).

Conclusion: Talent identification is a diverse subject that is not easily summed up. There are many different views on what talent identification accomplishes and how it should be structured. It is also acknowledged that a well-planned and organized talent identification and development program is essential to the successful development of every sport and games. Whilst research has identified a number of 'key performance indicators' in each sport and game, there is no practical package of information available to coaches in the field. To achieve high level performance in international sporting arena, the Indian government has to implement the above mentioned principles, while identifying and developing in sport. By linking talent identification to the already existing talent screening system, the results can still be achieved in talent identification. At the same time talent identification programs need to be scientifically based and assessment should be done continuous in order to maximize a countries sporting performance at global level.

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