

14 - METHODS OF EVALUATION OF PERFORMANCE PROFESSIONAL FOOTBALL USED BY QUALIFIED

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INTRODUCTION

Currently (end of the twentieth century and early twenty-first century), a major concern in the sports area is to identify and select talent in football. For this sport generates direct or indirect resources for players, clubs, media, sports brands and their sponsors. It is also known that the professional clubs, daily, arriving several players to try to be a professional soccer player, however, most clubs do not present a methodological point, systematic and analytical framework for selecting promising players. The selection processes ("frills" or "peneirões") developed by technical observers (scouts) are summarized in the observation of the sports performance of a large group of players in a period of several minutes given to each player. The problem that arises in the face of these facts is: what methods are used by technical base categories to assess the sporting performance of young players who aspire to be a footballer? Or like, how they evaluate and select technical these people? It is known that the patterns of behavior and organization of the psychological structure of each individual can influence the performance of the same. According to Corrêa et al. (2002) "... in every action, present in a football game, there is a psychic involvement, and that consciously or not" (p. 448).

According to Vallerand and Colavecchio (1988) cited by Corrêa et al. (2002), the influence of psychological moment (positive or negative change in cognitive, emotional, behavioral and physiological, caused by an isolated event or a series of events) depends on the performance of individual and situational variables such as level of anxiety and motivation, as well as the nature of the task being performed. Thus, the degree of ease and difficulty of an action sports also influences athletic performance. Furthermore, in a study by Correa et al. (2002) in which respondents were experienced in football (former players, trainers, coaches, players in activity) were cited factors that relate to the influence of trust, motivation and psychological preparation in sport performance. So, this study proposes to unite the behavioral aspects of the boys and their performance in tests of skill to the game, trying to draw an interrelationship between the two sides and try to answer the following question: Is there a pattern common to most boys skilled?

It is known that the coach's expectations are based on their own observations and confidence in certain characteristics and skills that make up the individual talent of his men. These self-expectations claim the success for future performance.

In this work, considered to be the individual sports talent who, through their inherited and acquired conditions, have a special aptitude for sports performance, above the general population (Böhme, 1999, quoted by Silva, 2003). The psychological traits - as defined in the person called genetically gifted - are also part of the analysis, since they act as co-instructors of motor skills, giving them the psychosomatic stability required for the practice of competitive sports (Prudencio, 2006). Remember that some of these traits act in a positive way for the formation and consolidation of the individual's personality, which in future will contribute to obtain high sports, including among these traits: the agonistic spirit, understood as the toughness, the emotional control, the high concentration and the ability to maintain it for an extended period of time, and determination to overcome limits (Prudencio, 2006).

The selection of talent in sports is recommended by many authors (Bompa, 2002; Filin & Volkov, 1998, Gomes, 2002; Moskotova, 1997; Torrel & Alcaraz, 2003) and coaches. Because it is known that when such selection is, wisely, in a sports club or school sports, the chances of finding exceptional athletes increase many times compared to observation pure and simple. A particular feature of the current period of development of sports is universal search, scientifically grounded, talented young people, who are often able to receive large loads of training and high rates of improvement sports (Filin & Volkov, 1998). With the selection of children and adolescents in sports schools, the educational process is of great importance, and its initial stage predetermines the entire posterior process of improving sports. (Filin & Formin, 1980, quoted by Gomes, 2002). However, "the objective assessment of individual skills is the basis of observations of children and adolescents, as there is no other criterion of fitness sports." (Gomes, 2002, p. 180). That is, such an assessment is performed in a subjective manner, since the criteria for such evaluation are scarce.

The practice shows that high sporting achievements show that individuals have an optimal combination of certain characteristics: an indisputable perfection of special abilities that gives the sportsman a significant advantage over other colleagues developed multi-faceted, but with no special feature in the spotlight. (Nikolic & Paranosic, 1984, quoted by Moskotova, 1997).

Silva (2005) reports that the current paradigm is difficult to prove how efficient the finders, which notes that "pseudo-talent" in adulthood did not "explode", and median athletes, as we age, become "superstars." The author concludes that "... scouts' have no knowledge and, subsequently, do not add value to the process, developing a hundred years ago, the same method of assessment." (Smith, 2005, p. 65). Therefore, if there is a more accurate assessment in the selection of talent, knowledge more important will be addressed in this study, allowing for a better understanding of the complexity involved in such screening.

In the face of scientific evidence and the issues presented, this study proposes to identify and characterize the criteria used by staff of the academy of Rio Grande do Norte.

MATERIAL AND METHODS

This is a survey of descriptive cross-sectional single group, field observation, diagnosis and census study. They could participate in the study, technicians who between the years 2007 and 2009 football teams trained in state championships in Rio Grande do Norte on one of the four (4) basic categories (sub-13 or Mirim, sub-15 or infant under-17 juvenile or sub-20 or junior) of the State.

Participated in 46 (forty six) technicians, with average age and length of experience as a coach, respectively equal to 43.4 years and 10.6 years and standard deviation respectively equal to 11.74 years and 8.20 years a total of 54 (fifty-four

possible), but the 8 (eight) were not found (non-response).

The questionnaire contained open questions (time coaching experience, length of experience as a coach at the club, among others), closed dichotomous (it was a professional footballer and motivation) and closed multiple-choice with multiple answers (aspects of physical condition, ability, among others).

For the interviews, the author had to contact the coaches by telephone (obtained from the entries made in previous studies) and schedule interviews in various places (homes, workplaces and places of study) and times, as best suited for the interviewee. Besides getting some interviews going to the local league state sub-15 Footballer of the Year 2009, which began in April of that year. The interviews were conducted in pairs, consisting of an interviewer and an assistant, with the exception of an interview by telephone.

We used the SPSS (Statistical Package for the Social Sciences) 11.0 for Windows and Microsoft Excel 2007 for analysis and tabulation of data, generating graphs and tables, generating descriptive statistics with totals, percentages, measures of central tendency (mean) and dispersion (standard deviation). As the study could be regarded as census, it was necessary to conduct statistical tests to check the possible spread of the sample to the population. So the inference was based on descriptive statistics tabulated in numbers and percentages.

Results and discussion

Table 1 presents that the 46 (forty six) professionals interviewed, 7 (seven) are aged between twenty (20) and 29 (twenty-nine) years, ten (10) have aged (30) and 39 (thirty-nine) years, fifteen (15) are between the ages of 40 (forty) and 49 (forty nine) years, ten (10) are aged 50 (fifty) and 59 (fifty nine) years and four (4) are older than 60 (sixty) years. That is, the age group that predominates is from 30 to 59 years, which are contained in 35 technicians.

Table 1 - Number of technicians per track age, and the table below shows the educational levels reported by the technicians.

Age	f	F%
20 - 29	7	15,2
30 - 39	10	21,7
40 - 49	15	32,6
50 - 59	10	21,7
60 or more	4	8,7
TOTAL	46	100

Table 2 - Number of technicians per level of education.

Education	f	F%
Incomplete Primary	5	10,9
Basic Complete	6	13,0
East Incomplete	5	10,9
East Complete	16	34,8
Incomplete	3	6,5
Attending Higher	5	10,9
Superior Complete	4	8,7
Specialization	2	4,3
TOTAL	46	100

Table 3 to see that there are two generations of well-defined technical in Rio Grande do Norte. The first is the veterans, which is still the largest share, with 20 technicians having over 10 years of experience. And the second, with a significant portion, 16 technicians having between 3 and 6 years of experience. As happened only 6 (six) of 46 (forty six) technicians had graduated (with or without specialization) decided to investigate the legality of professional practice, where the 46 (forty six) professionals interviewed, 2 (two) are shown as registered graduate and five (5) are shown recorded as provisioned in the system CONFEF / cRefs. What makes the results are even more worrying in view of the possible deficiency in knowledge that these professionals may have.

Table 3 - Time experience as a coach

Time experience as a coach (years)	f	F%
Less than 3	4	8,7
Between 3 and 6	16	34,8
Between 7 and 10	6	13,0
More than 10	20	43,5
TOTAL	46	100

Two reported stature as a characteristic aspect of fitness to be taken into consideration in the selection of players in the lower grades, the vertical 1, 1 muscle, 2 fat percentage, resistance 2 and 3 speed, the 16 technicians with experience between 3 and 6 years, 11 described the height, the vertical 4, 6 muscle, 3 the percentage of fat, 11 strength and 12 speed; of 6 technicians experienced between 7 and 10 years, 5 described the height, the vertical 4, 3 muscle mass, 1 the percentage of fat, 3 resistance and 5 speed, and 20 technicians with over 10 years experience, 11 reported height, the vertical 7, 8 muscle mass, 4 percent fat, 10 strength and 14 speed.

Table 4 - Number of technical experience by time and condition física.

Vocational Adjustment	f	F%
None	39	84,8
Provisioned	5	10,9
Graduate	2	4,3
TOTAL	46	100

Another analysis was checked at the crossroads between the hours of coaching experience (years) and the assessment methods that technicians in the lower grades used to select young players for their clubs, which will be described below.

In table 5, you can see that the 4 technicians with less than 3 years of experience, all described the remark as the evaluation method they use in the selection of players in the lower grades, the 16 technicians with experience between 3 and 6 years, 14 described the remark as an evaluation method using 2 and observation combined with the verification of stature, of 6 technicians experienced between 7 and 10 years, all described the observation as a method of evaluation, and 20 technicians

with over 10 years of experience, 16 described the observation as a method of assessment, 2 observation combined with the verification of height and 2 described the observation combined with tests of skill. This reveals that the most used regardless of length of experience of the technicians is the observation (subjective assessment).

Table 5 - Number of technicians long experience and evaluation methods

		Observation	Observation and verification of height	Observação and skill's tests
Coaching experience (years)	< 3	4	0	0
	3 to 6	14	2	0
	7 to 10	6	0	0
	> 10	16	2	2
TOTAL		40	4	2

CONCLUSIONS

Regarding the socio-professional profile could be seen that the age of majority (76%) of the technicians in the lower grades of between 30 and 59 years of age, demonstrating a certain maturity, it has complete high school and is not registered with professional System CONFEF / cRefs. What is worrying in view of the low-skilled and illegal practice of the profession. We also found that there are 2 well-defined groups with respect to time and technical experience, a very experienced (more than 10 years as a coach) with technical and other start-up veterans (between 3 and 6 years of experience). We also noticed the high turnover of technicians in their clubs, as most (58.7%) or is without a club or is less than 3 years at the club today.

With respect to evaluation methods used by technicians in the lower grades of Andhra Pradesh to assess the sporting performance of young players, one realizes that there is greater variability between the methods used in full-time experience that includes technicians with more than 10 years of experience, using observation, observation, together with the verification of the stature and observation combined with tests of skill. It is important to remember that none of the technicians said to use 3 methods of evaluation, although the range of experience have contained them. That is, what the theoretical (Gomes; Erichsen, 2004; Torrelles, Alcaraz, 2003) would recommend the most appropriate given that could meet a lot of information and thus allow more accurate assessments of the performance of sports players in the lower grades.

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Keywords. Football, Evaluation, Performance Sports.

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METHODS OF EVALUATION OF PERFORMANCE PROFESSIONAL FOOTBALL USED BY QUALIFIED SUMMARY

A major concern in the sports area is to identify and select talent in football. For this sport generates direct or indirect resources for players, clubs, media, sports brands and their sponsors. It is also known that the professional clubs, daily, arriving several players to try to be a professional soccer player, however, most clubs do not present a methodological point, systematic and analytical framework for selecting promising players. The selection processes ("frills" or "peneirões") developed by technical observers (scouts) are summarized in the observation of the sports performance of a large group of players in a period of several minutes given to each player. And if they are identified promising players in this squad, they are referred to the club for a new observation, which will be conducted by the official category in question. However, the absence of common criteria and performance indicators between these professionals can hinder the evaluation of players as well as be a costly activity for the club. This study proposes to identify and characterize the assessment methods used by staff of the academy of Andhra Pradesh to assess the sporting performance of young players, in order to compare these methods of evaluation used by technicians with different times of experience. The study contained 46 categories of technical base of the RN. And by analyzing the results in relation to methods for evaluating athletic performance used by technicians, it was noted that most clearly use observation only to select young footballers. Therefore, it is noted that there must be a systematic selection of players, as there is complexity in the verification of aspects and characteristics involved, so you can avoid wrong evaluations and selections and weak results.

KEYWORDS. Football, Evaluation, Performance Sports.

METHODES D'EVALUATION DU RENDEMENT PROFESSIONNEL FOOTBALL UTILISÉ PAR DES PERSONNES QUALIFIÉES SOMMAIRE

Une préoccupation majeure dans le domaine sportif est d'identifier et sélectionner les talents dans le football. Pour ce sport génère directement ou indirectement, des ressources pour les joueurs, les clubs, les médias, les marques de sport et leurs commanditaires. Il est également connu que les clubs professionnels, chaque jour, en arrivant de plusieurs joueurs pour essayer d'être un joueur de soccer professionnel, cependant, la plupart des clubs ne présentent pas un point méthodologique, systématique et d'un cadre analytique pour choisir les joueurs prometteurs. Les processus de sélection («superflu» ou «peneirões») élaborés par les observateurs techniques (scouts) sont résumées dans l'observation des performances sportives d'un grand groupe de joueurs dans une période de plusieurs minutes accordée à chaque joueur. Et si elles sont identifiées joueurs prometteurs dans cette équipe, ils sont renvoyés au club pour une nouvelle observation, qui sera menée par la catégorie de fonctionnaire en question. Toutefois, l'absence de critères communs et des indicateurs de performance entre ces professionnels peuvent entraver l'évaluation des joueurs aussi bien être aussi une activité coûteuse pour le club. Cette étude propose d'identifier et de caractériser les méthodes d'évaluation utilisées par le personnel de l'Académie de l'Andhra Pradesh pour évaluer les performances sportives des jeunes joueurs, afin de comparer ces méthodes d'évaluation utilisées par les techniciens avec des moments différents de l'expérience. L'étude comportait 46 catégories de base technique de la RN. Et en analysant les résultats par rapport aux méthodes d'évaluation de la performance sportive utilisés par les techniciens, il a été noté que le plus clairement utiliser l'observation qu'à sélectionner les jeunes footballeurs. Par conséquent, il est à noter qu'il doit y avoir une sélection systématique des joueurs, comme il ya la complexité de la vérification des aspects et des caractéristiques impliquées, afin que vous puissiez éviter de mauvaises évaluations et des sélections et des résultats faibles.

MOTS CLÉS. Football, de l'évaluation, la performance sportive.

MÉTODOS DE EVALUACIÓN DEL RENDIMIENTO DEL USO DE FÚTBOL PROFESIONAL CUALIFICADO RESUMEN

Una preocupación importante en el área de deportes es identificar y seleccionar talentos en el fútbol. De los recursos para este deporte genera, directa o indirecta para los jugadores, clubes, medios de comunicación, marcas deportivas y sus patrocinadores. También es sabido que los clubes profesionales, todos los días, llegando a varios jugadores a tratar de ser un jugador de fútbol profesional, sin embargo, la mayoría de los clubes no presentan un punto metodológico, sistemático y el marco analítico para la selección de jugadores prometedores. Los procesos de selección ("volantes" o "peneirões") desarrollada por los observadores técnicos (Scouts) se resumen en la observación de la actuación deportiva de un gran grupo de jugadores en un período de varios minutos dado a cada jugador. Y si no están identificados prometedores jugadores en este equipo, que se refiere al club por una nueva observación, que se llevará a cabo por el oficial de la categoría en cuestión. Sin embargo, la ausencia de criterios comunes e indicadores de rendimiento entre estos profesionales pueden obstaculizar la evaluación de los jugadores, así como ser una actividad costosa para el club. Este estudio propone identificar y caracterizar los métodos de evaluación utilizados por el personal de la Academia de Andhra Pradesh para evaluar el rendimiento deportivo de los jugadores jóvenes, con el fin de comparar estos métodos de evaluación utilizados por los técnicos con diferentes momentos de la experiencia. El estudio contiene 46 categorías de la base técnica de la RN. Y, analizando los resultados en relación con los métodos para evaluar el rendimiento deportivo utilizado por los técnicos, se observó que más claramente el uso de observación sólo para seleccionar a jóvenes futbolistas. Por lo tanto, hay que señalar que debe haber una selección sistemática

MÉTODOS DE AVALIAÇÃO DO DESEMPENHO ESPORTIVO DE FUTEBOLISTAS UTILIZADOS POR TÉCNICOS RESUMO

Uma das maiores preocupações na área esportiva é identificar e selecionar talentos no futebol. Pois esse esporte gera recursos diretos ou indiretos para jogadores, clubes, meios de comunicação, marcas esportivas e seus patrocinadores. Sabe-se também que nos clubes profissionais, diariamente, chegam vários jogadores para tentar ser um jogador de futebol profissional, entretanto, a maioria dos clubes não apresenta um aspecto metodológico, sistemático e analítico para selecionar os jogadores promissores. Os processos seletivos ("peneiras" ou "peneirões") desenvolvidos pelos observadores técnicos ("olheiros") resumem-se na observação do desempenho esportivo de um grande grupo de jogadores em um período de tempo de alguns minutos dado a cada jogador. E caso sejam identificados jogadores promissores nessa seleção, estes são encaminhados ao clube para uma nova observação, a qual será conduzida pelo técnico responsável pela categoria em questão. Entretanto, a ausência de critérios comuns e indicadores de desempenho entre estes profissionais podem obstaculizar a

avaliação de jogadores, bem como ser uma atividade onerosa para o clube. Esse estudo propõe identificar e caracterizar os métodos de avaliação utilizados por técnicos das categorias de base do Rio Grande do Norte para avaliar o desempenho esportivo de jovens futebolistas, com a finalidade de comparar tais métodos de avaliação utilizados por técnicos com diferentes tempos de experiência. O estudo conteve 46 técnicos de categorias de base do RN. E ao analisar os resultados em relação aos métodos de avaliação de desempenho esportivo utilizados pelos técnicos, notou-se claramente que a maioria utiliza apenas a observação para selecionar jovens futebolistas. Portanto, nota-se que precisa haver uma sistematização na seleção desses futebolistas, uma vez que há complexidade na verificação de aspectos e características envolvidas, para que se possa evitar avaliações e seleções equivocadas e resultados pouco significativos.

PALAVRAS-CHAVE. Futebol, Avaliação, Desempenho Esportivo.

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