



Scottish  
Swimming

# Developing talent

Club and pathway presentation

# The warm-up...



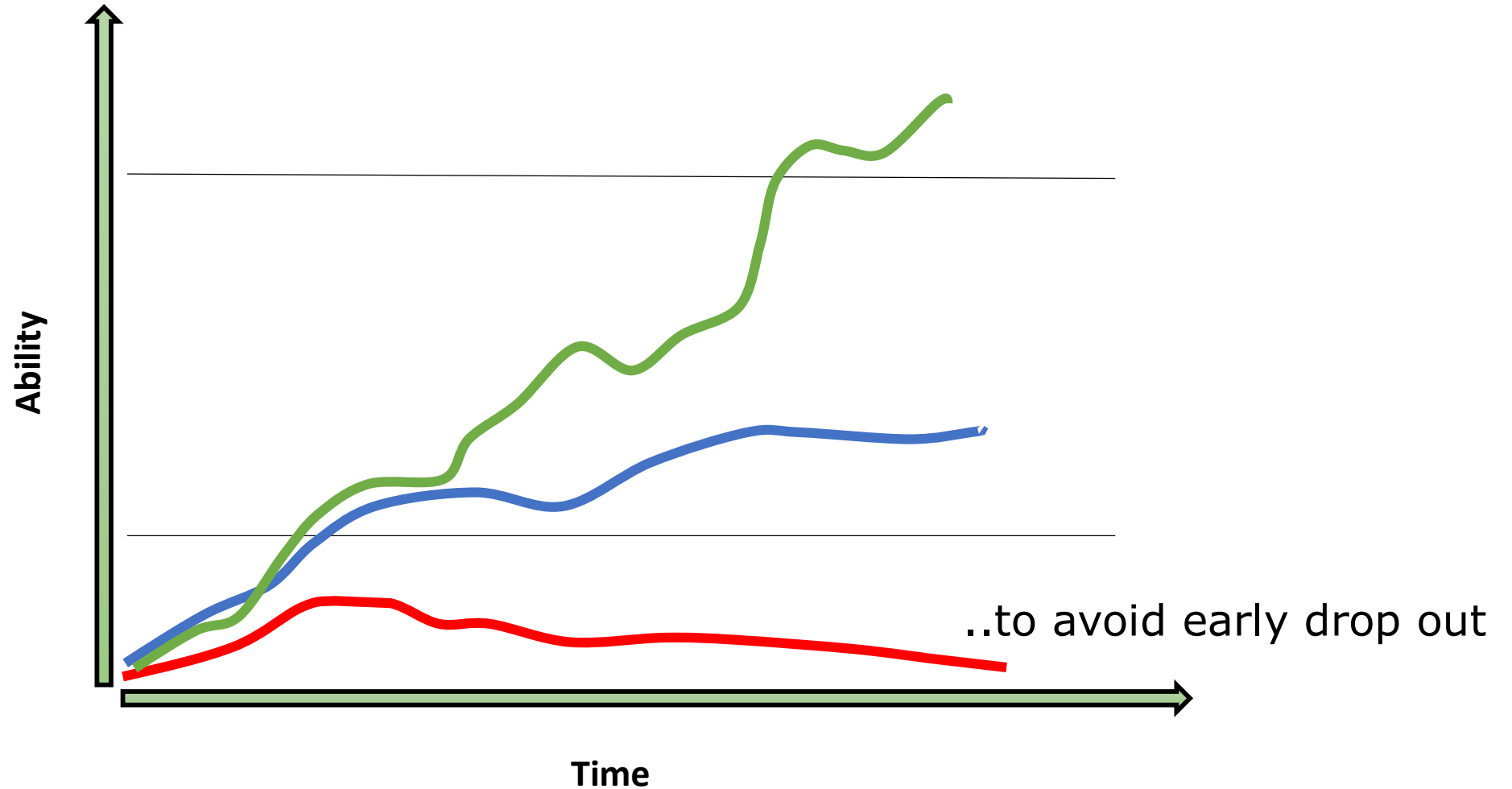
Why is Ross Murdoch such a successful swimmer?

# What we have learned

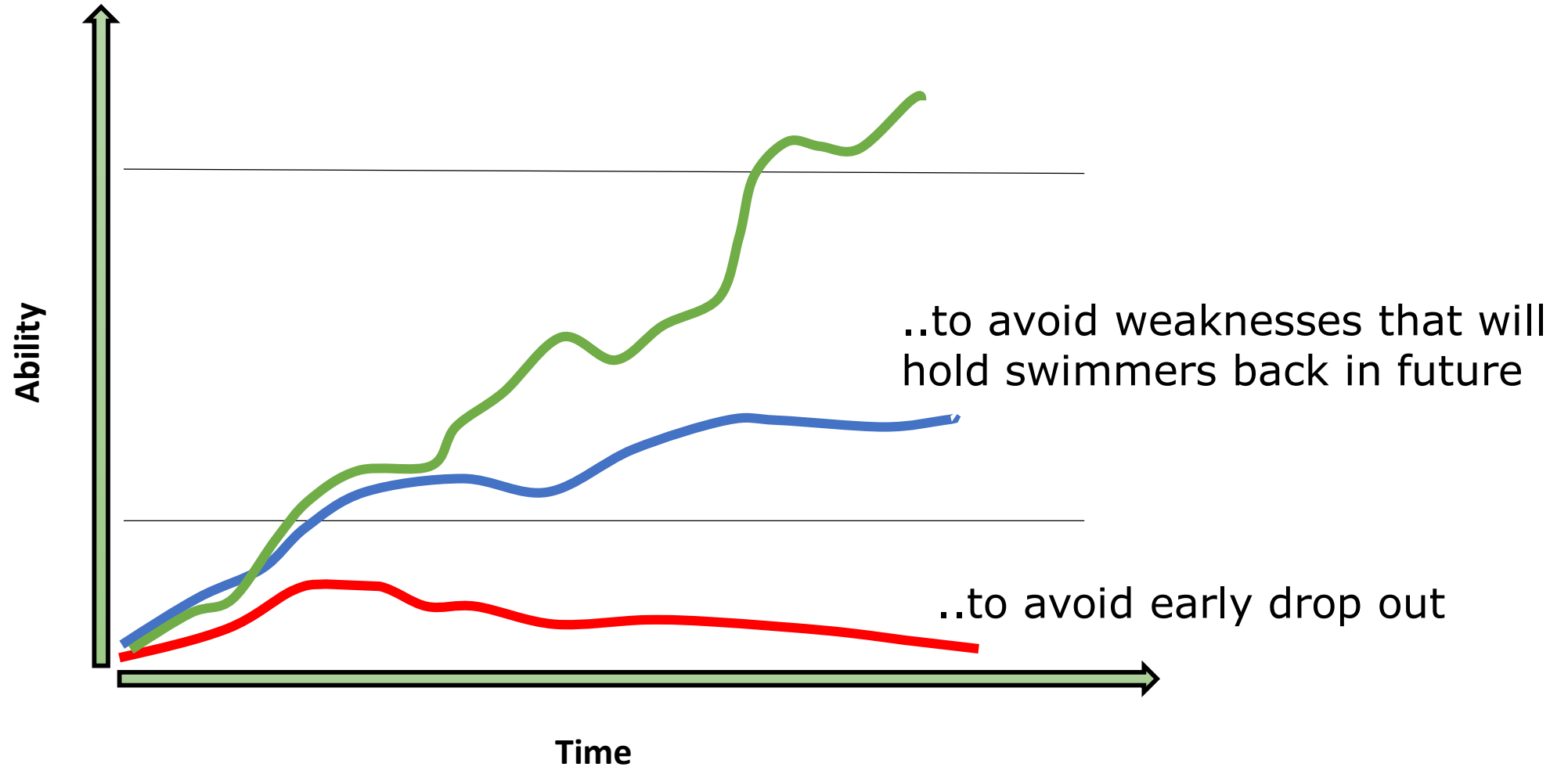
There are some key factors that are crucial in developing successful swimmers we want you to know about...

1. Understanding people develop at different rates
2. ALL skills can be developed
3. Swimmers need to take responsibility
4. Behaviours are crucial to success

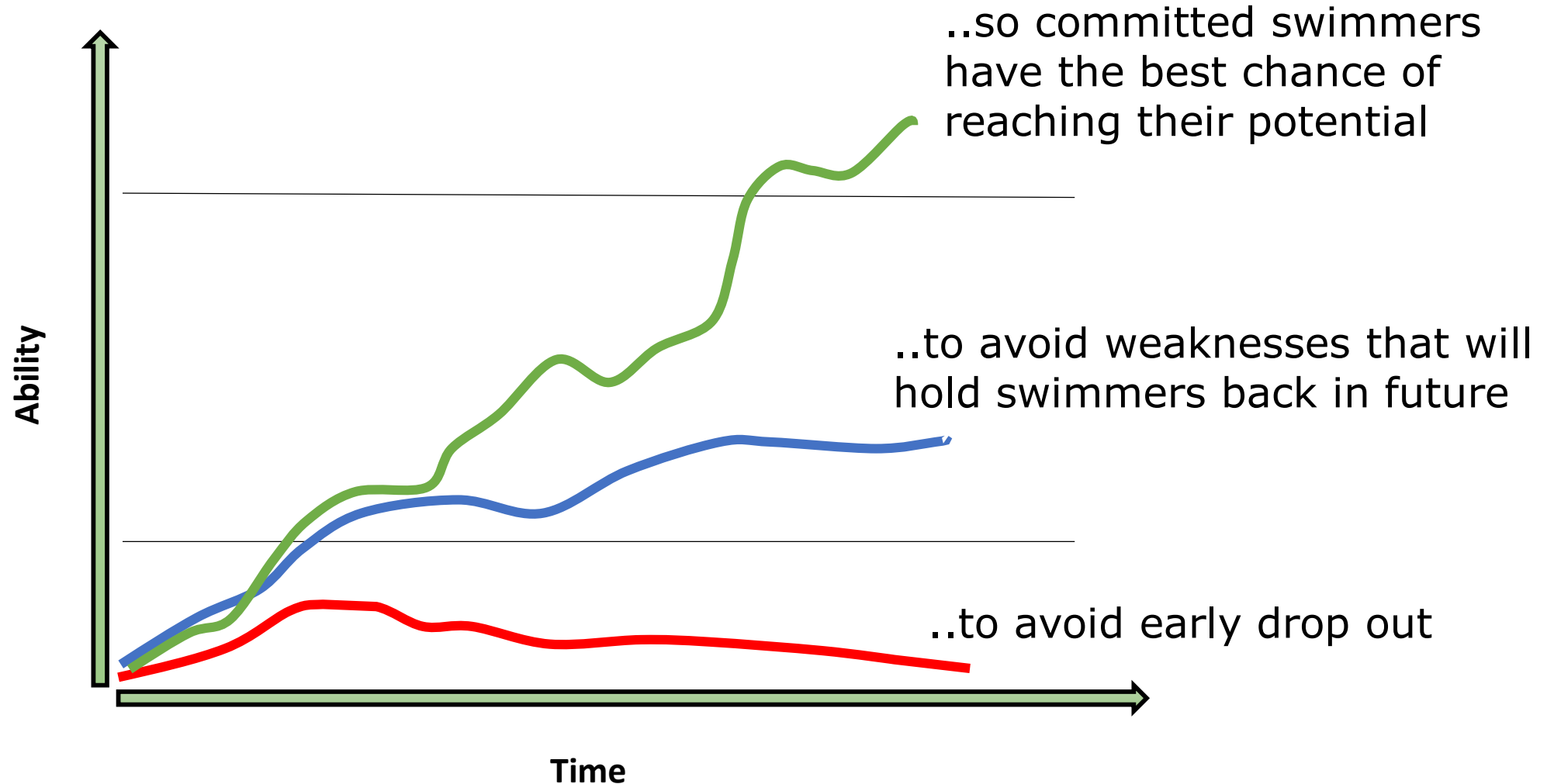
# Why are we doing this?



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How can the evidence help us?

# People develop at different rates

“From the age of 8 until about 17, I was always a bit less muscular and physically less mature than my competitors. Although I never thought of stopping swimming through these years, I can honestly say that if it hadn't been for the belief of my coaches, I would never have reached the level I did. I was constantly reassured that by focusing on technique and a firm work ethic throughout my development, I would reap the benefits as a senior swimmer”.



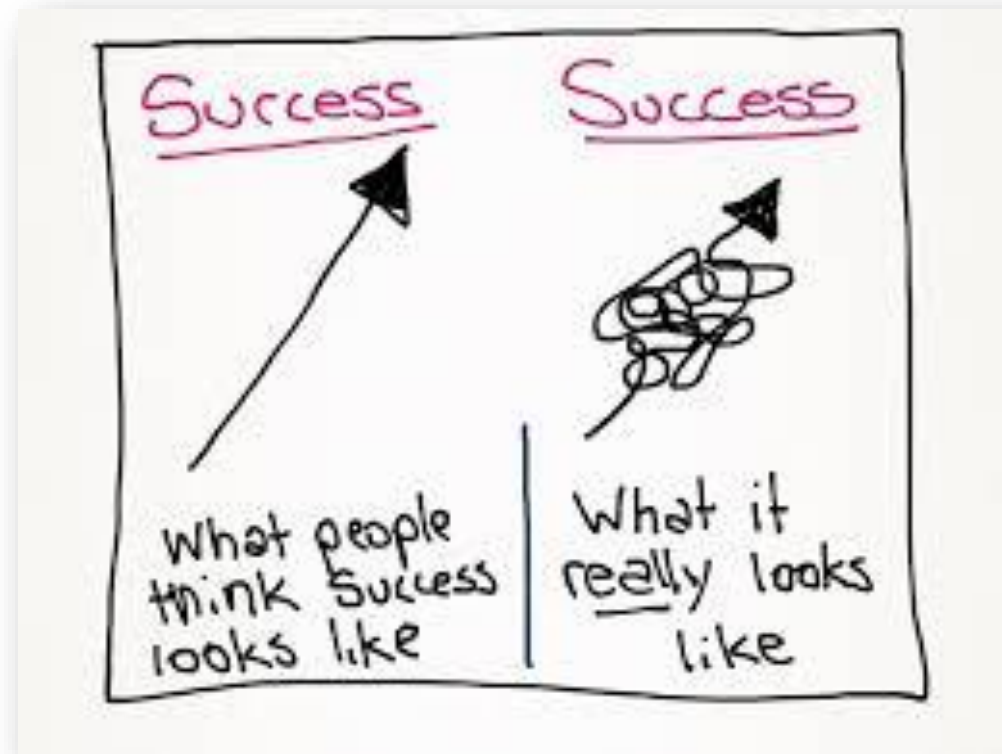
Kris Gilchrist - World Short Course Champion & Olympian



# People develop at different rates



# It's a non-linear process



# People develop at different rates

Why does this happen?

1. The impact of early or later maturity
2. Some have been swimming longer or are doing more sessions than others
3. Time spent working on the things that make the biggest difference to performance
4. The impact of swimmers behaviours and their willingness to take responsibility for their own development

# ALL skills can be developed



We are all different - individual characteristics make some tasks easier or more difficult but **NOT** impossible

# ALL skills can be developed

What are some of the key skills swimmers need to develop to reach their potential?

Swimmers need to work on  
the skills that will bring them  
success in **FUTURE**

# Taking responsibility

Experts differ from non-experts in their ability to **self-regulate** and take responsibility for their own development. They...

- Set specific goals
- Have detailed plans in place
- Continually review and adapt the plan
- Self reflect
- Identify reasons for failure and success

# Taking responsibility

“We’ll try a drill that she’s horrible at – something where she’ll start off in the poorer third of the group doing it. Then I’ll catch her sneaking practice time to get better at it, so within some period of time, she’s one of the best in the group. Some other swimmers, well, they try and they fail at it, and I have to cajole and beg them to try again”.

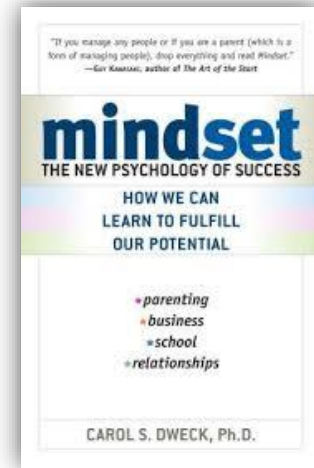
Bruce Gemmell - Katie Ledecky’s coach.





# Behaviours are crucial to success

Based on the **mindset** work of psychologist Carol Dweck and others who have undertaken decades of research on achievement and success.



# Behaviours are crucial to success

What we see in swimmers who don't reach their potential...



What we see in swimmers who reach their potential....



<b>Effort</b>	Expect things to come easily	Work hard in areas that make the biggest difference
<b>Challenges</b>	Avoid challenges they struggle with	Embrace challenges – they sometimes can't do it YET
<b>Set backs</b>	Let setbacks confirm they're no good at something	See setbacks are part of the learning process
<b>Feedback</b>	Ignore useful feedback and do what they've always done	Ask questions and use feedback to improve
<b>Ownership</b>	Feel that if things don't work out...it's not their fault!	Understand they need to take responsibility for what happens

# Key point

What are some of the key things that impact on the behaviours of young swimmers?

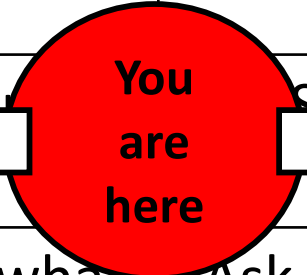
# Behaviours – you have a CHOICE

What we see in swimmers who don't reach their potential...

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# Summary

1. People develop at different rates and it take time
2. ALL skills can be developed
3. Taking responsibility
4. Behaviours are crucial to success

# Next steps

It's crucial that swimmers, parents, and coaches use this understanding to work together to ensure success..

# Practical session