



# Sports Performance Criteria



**UK Delegation**

**Invictus Games 2018**



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## Introduction

As outlined in the Selection Policy for the UK Team for Invictus Games Sydney 2018 & The Warrior Games 2018, the UK Team will be adopting a 4-principle approach to selection. The purpose of this is to ensure a robust methodology, whilst ensuring a fair approach to selection. The 4 principles of selection are:

1. Recovery
2. Commitment
3. Attitude
4. Performance

Please refer to the Selection Policy for more detail on the above. The purpose of this document is to take you through the sport specific element – Performance. Performance is a measure of an individual's progression, and through effective attitude and commitment, the performance criteria will be attainable for those involved with the programme. The sport specific performance criteria set out by each coach will be measured via coach reports, testing results, and the Invictus Games Trials results, including observations of Recovery, Commitment and Attitude.

Please note that the performance criteria set out in this document will be graded on a 0-10 scale by your coaches. The observable behaviours are guidelines of how the performance criteria will be assessed.

Please take the time to familiarise yourself with the performance criteria for each of the sports you wish to apply for. A full list of Invictus Games and Warrior Games sports is available in Appendix 1.

## Athletics

### Pre-Selection

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
<p>Demonstrate adaptability and a desire to improve fitness, performances, health and wellbeing</p>	<ul style="list-style-type: none"> <li>• Demonstrate a willingness to try new challenges within the training environment</li> <li>• Complete home/club training programmes and ongoing rehab programmes between training camps</li> </ul>
<b>Commitment</b>	
<p>Demonstrate a willingness to fully engage with the Athletics programme, undertake the necessary relevant training and take part in key competition in the lead up to the Games</p>	<ul style="list-style-type: none"> <li>• Respond to ALL communication from British Athletics and Help for Heroes by the given deadline</li> <li>• Demonstrate an interest to improve and commit to the sport further by actively seeking external opportunities (i.e. training programmes, competition opportunities, clubs etc.)</li> </ul>
<b>Attitude</b>	
<p>Demonstrate World Class performance athlete behaviours and comply with the British Athletics core values</p>	<ul style="list-style-type: none"> <li>• Treat team mates, staff, coaches and volunteers with respect and integrity</li> <li>• Endeavour to take on challenging training sessions and learning new skills</li> <li>• Take ownership, personal responsibility and a genuine interest for development of training, competition and rehab plans in conjunction with British Athletics coaches and staff</li> </ul>



## Post-Selection

Selected competitors will be monitored using the criteria below in addition to the above listed performance criteria. Failure to comply with the outlined Performance behaviours may lead to deselection from the Athletics Squad within the UK Team for Invictus Games Sydney 2018.

Selection Performance Criteria	Observable Behaviours
Performance	
Demonstrate a willingness and a commitment to undertaking training and rehab programmes and take part in a series of key competitions prior to the Invictus Games Sydney 2018	<ul style="list-style-type: none"><li>• Develop a competition plan for 2018 and agree a series of key events in conjunction with British Athletics coaches and staff</li><li>• Adhere to the competition plan and utilise key events as learning opportunities to improve upon</li></ul>

## Archery

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
Demonstrate adaptability and a desire to improve performances, health and wellbeing, utilising sport to support recovery	<ul style="list-style-type: none"> <li>• Seek advice from ArcheryGB coaches to identify local club opportunities and engage regularly outside of Invictus Games training camps</li> <li>• Demonstrate an interest in finding out how to progress further with the sport</li> <li>• Demonstrate a willingness to try new challenges within the training environment</li> </ul>
<b>Commitment</b>	
Demonstrate a willingness to fully engage with the Archery programme, and undertake the necessary relevant training in the lead up to the Games	<ul style="list-style-type: none"> <li>• Demonstrate further commitment to training via submission of training log / video to coach</li> <li>• Explore access to shooting facilities outside of Invictus Games training camps</li> <li>• Open category– intending to source/ purchase their own equipment</li> </ul>
<b>Attitude</b>	
Demonstrate a positive attitude to coaching, supporting own and wider team’s development	<ul style="list-style-type: none"> <li>• Treating team mates, staff, coaches and volunteers with respect and integrity</li> <li>• Endeavouring to take on challenging training sessions and learning new skills</li> <li>• Taking ownership, personal responsibility and a genuine interest for development of training, competition and rehab plans in conjunction with ArcheryGB coaches and staff</li> </ul>
<b>Performance</b>	
Set clear and realistic performance goals	<ul style="list-style-type: none"> <li>• Set goals to help improve performance via training</li> </ul>
OPEN category – demonstrate a desire to improve	<ul style="list-style-type: none"> <li>• Score two rounds per month outside of training camps</li> </ul>
NOVICE category – demonstrate a desire to understand the sport	<ul style="list-style-type: none"> <li>• Demonstrate an increase in ability and an increase in understanding of the sport basics and equipment</li> </ul>

## Cycling

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
<p>Demonstrate adaptability and a desire to improve performances, health and wellbeing, utilising sport to support recovery</p>	<ul style="list-style-type: none"> <li>• Seek advice from British Cycling coaches to identify local club opportunities and engage regularly outside of Invictus Games training camps</li> <li>• Demonstrate an interest in finding out how to progress further with the sport</li> <li>• Have a willingness to try new challenges within the training environment</li> </ul>
<b>Commitment</b>	
<p>Demonstrate a willingness to fully engage with the Cycling programme, and undertake the necessary relevant training in the lead up to the Games</p>	<ul style="list-style-type: none"> <li>• Respond to ALL communication from British Cycling and Help for Heroes by the given deadline</li> <li>• Demonstrate engagement in training outside of the Invictus Games training camps</li> </ul>
<b>Attitude</b>	
<p>Demonstrate a positive attitude to coaching, supporting own and wider team's development</p>	<ul style="list-style-type: none"> <li>• Demonstrate a good attitude to the team and coaches</li> <li>• Be willing to learn, take advice, work hard and help others</li> <li>• Be receptive to coaching and feedback</li> <li>• Be respectful and team orientated</li> </ul>
<b>Performance</b>	
<p>Demonstrate improvement in performance</p>	<ul style="list-style-type: none"> <li>• Demonstrate technical and physical improvement through the process leading up to trials</li> </ul>

## Indoor Rowing

### Pre-Selection

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
Demonstrate adaptability and a desire to improve performances, health and wellbeing, utilising sport to support recovery	<ul style="list-style-type: none"> <li>• Demonstrate a positive interaction with the rest of the group</li> <li>• Demonstrate a positive attitude when spoken to</li> <li>• Demonstrate obvious signs of individual progression and improvement</li> </ul>
<b>Attitude</b>	
Demonstrate a positive attitude to coaching, supporting own and wider team's development	<ul style="list-style-type: none"> <li>• Demonstrate a willingness to be coached</li> <li>• Demonstrate a positive attitude towards training</li> <li>• Support of others within group</li> </ul>

### Post-Selection

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
Demonstrate adaptability and a desire to improve performances, health and wellbeing, utilising sport to support recovery	<ul style="list-style-type: none"> <li>• Demonstrate enhanced interaction with the rest of the group</li> <li>• Demonstrate improved positive attitude when coached</li> </ul>
<b>Commitment</b>	
Demonstrate a willingness to fully engage with the Rowing programme, and undertake the necessary relevant training in the lead up to the Games	<ul style="list-style-type: none"> <li>• Training data to be completed online and submitted via online form/training log</li> <li>• Test ergs to be submitted with screenshot</li> </ul>
<b>Attitude</b>	
Demonstrate a World Class positive attitude to coaching, supporting own and wider team's development	<ul style="list-style-type: none"> <li>• Demonstrate a willingness to be coached</li> <li>• Demonstrate a positive attitude towards training</li> <li>• Support of others within group</li> </ul>
<b>Performance</b>	
Personal improvement/development	<ul style="list-style-type: none"> <li>• Shows continuous improvement in technique and performance in the lead up to the Games</li> </ul>

## Powerlifting

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
Demonstrate adaptability and a desire to improve performances, health and wellbeing, utilising sport to support recovery	<ul style="list-style-type: none"> <li>• Demonstrate a willingness to try new challenges within the training environment</li> </ul>
<b>Commitment</b>	
Demonstrate commitment to the Invictus Games culture	<ul style="list-style-type: none"> <li>• Contribute positively to the team</li> <li>• Support, encourage and help to continue building a culture aligned to the Invictus Games ethos</li> </ul>
Demonstrate a willingness to fully engage with the Powerlifting programme, and undertake the necessary relevant training in the lead up to the Games	<ul style="list-style-type: none"> <li>• Fully engage with the pathway and demonstrate an intent to continue with Powerlifting outside of the Invictus Games environment</li> <li>• Demonstrate an interest to improve and commit to the sport further by actively seeking external opportunities (i.e. training programmes, competition opportunities, clubs etc.)</li> </ul>
Demonstrate a commitment and willingness to learn and improve	<ul style="list-style-type: none"> <li>• Complete training logs and proactively bring up any issues around training</li> <li>• Send or post weekly training footage for coach feedback on technique</li> </ul>
<b>Attitude &amp; Commitment</b>	
Demonstrate a willingness to fully engage with the Powerlifting programme, maintaining a positive attitude to coaching and training throughout	<ul style="list-style-type: none"> <li>• Follow coach recommendations when making decisions during training and competition</li> <li>• Able to show a clear rationale when making training and competition decisions</li> </ul>

## Shooting

Selection Performance Criteria	Observable Behaviours
<b>Performance</b>	
Set clear and realistic performance goals	<ul style="list-style-type: none"> <li>Set goals to help aim towards achievement of the Minimum Consideration Scores*</li> </ul>
Demonstrate a desire to improve and increase understanding of the sport	<ul style="list-style-type: none"> <li>Increase understanding of the basics of equipment</li> <li>Demonstrate commitment to train outside of training camps each month</li> </ul>
Technical ability	<ul style="list-style-type: none"> <li>Demonstrate an understanding of the basic technique</li> <li>Begin to apply technique across a course of a fire/match</li> </ul>

\*Minimum Consideration scores for selection

Event	Discipline	Sex	Class	MCS
R1	10m Air rifle standing	Men	SH1	560.0
R2	10m Air rifle standing	Women	SH1	360.0
R3	10m Air rifle prone	Mixed	SH1	599.0
R4	10m Air rifle standing	Mixed	SH2	589.0
R5	10m Air rifle prone	Mixed	SH2	595.0
R6	50 m Rifle prone .22	Mixed	SH1	TBC
R7	50 m Free Rifle 3 Positions .22	Men	SH1	TBC
R8	50 m Sport Rifle 3 Positions .22	Women	SH1	TBC
R9	50 m Rifle prone .22	Mixed	SH2	TBC
P1	10m Air pistol	Men	SH1	500
P2	10m Air pistol	Women	SH1	310
P3	25m Pistol .22	Mixed	SH1	TBC
P4	50m Pistol .22	Mixed	SH1	TBC

## Sailing

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
<p>Demonstrate adaptability and a desire to improve fitness, performances, health and wellbeing</p>	<ul style="list-style-type: none"> <li>• Have a willingness to try new challenges within the training environment</li> <li>• Completing ongoing rehab programmes between training camps</li> </ul>
<b>Commitment</b>	
<p>Demonstrate a willingness to fully engage with the 2018 Sailing Invictus Programme, undertake the necessary relevant training and take part in key competition in the lead up to the Games</p>	<ul style="list-style-type: none"> <li>• Respond to ALL communication from the RYA and Help for Heroes by the given deadline</li> <li>• Contact the RYA Sailability team to seek advice and discuss further sailing experience, training and competition opportunities</li> </ul>
<b>Attitude</b>	
<p>Demonstrate World Class performance athlete behaviours and comply with the RYA core values</p>	<ul style="list-style-type: none"> <li>• Treat team mates, staff, coaches and volunteers with respect and integrity</li> <li>• Endeavour to take on challenging training sessions and learn new skills</li> <li>• Take ownership, personal responsibility and a genuine interest for development of training, and competition plans in conjunction with RYA coaches and staff</li> </ul>
<b>Performance</b>	
<p>Demonstrate the best prospects to achieve success at the Invictus Games 2018 Sailing Competition</p>	<ul style="list-style-type: none"> <li>• Performance at the selection trials, including any factors affecting performance</li> <li>• Stated goals and aspirations</li> <li>• Demonstrate British Sailing Team critical success factors:               <ol style="list-style-type: none"> <li>1. Sail fast in all conditions</li> <li>2. Robust and resilient in the most testing conditions</li> <li>3. An excellent non-dependent decision maker</li> <li>4. Excel under extreme pressure</li> </ol> </li> <li>• Passion, professionalism and a performance mind-set</li> </ul>

## Sitting Volleyball

Selection Performance Criteria	Observable Behaviours
<b>Commitment</b>	
Demonstrate commitment to training at training camps	<ul style="list-style-type: none"> <li>• Demonstrate a positive attitude to training, showing self-discipline and eagerness to develop by:               <ul style="list-style-type: none"> <li>- Attending the training camp</li> <li>- Arriving promptly, ready to start the session at the allocated time</li> <li>- Listening to instructions</li> <li>- Trying hard and make an effort</li> <li>- Responding positively to feedback</li> </ul> </li> </ul>
<b>Attitude</b>	
Demonstrate a positive attitude to training, self-improvement, the wider team and the coach	<ul style="list-style-type: none"> <li>• Support and encourage team mates and display a positive attitude and engagement with others, including staff and volunteers</li> <li>• Demonstrate honesty when dealing with both team mates and staff members</li> </ul>
<b>Performance</b>	
Volleying	<ul style="list-style-type: none"> <li>• To what degree can the player consistently volley using good technique?</li> </ul>
Digging	<ul style="list-style-type: none"> <li>• To what degree can the player consistently dig using good technique?</li> </ul>
Serving	<ul style="list-style-type: none"> <li>• To what degree can the player consistently serve using good technique?</li> </ul>
Blocking	<ul style="list-style-type: none"> <li>• To what degree can the player consistently block using good technique?</li> </ul>
Hitting	<ul style="list-style-type: none"> <li>• To what degree can the player consistently hitting using good technique?</li> </ul>
Fitness	<ul style="list-style-type: none"> <li>• To what extent does the competitor have good stamina and required for playing 3 sets</li> </ul>
Movement	<ul style="list-style-type: none"> <li>• To what degree can the player move dynamically and explosively to meet and play the ball?</li> </ul>

<p>Tactical</p>	<ul style="list-style-type: none"> <li>• Demonstrate an ability to read the game</li> <li>• Link with the opposition to identify individuals/spaces to target with an attack</li> <li>• Anticipate where the opponent will attack and adjust accordingly</li> <li>• Make the right decision at the right time, without panicking</li> </ul>
<p>Mental</p>	<ul style="list-style-type: none"> <li>• Be focussed and 'stay in the moment' rather than easily distracted</li> <li>• Mental fortitude enabling recovery from setbacks, e.g. losing four successive points</li> <li>• Dig deep and draw on mental reserves to get the job done rather than becoming anxious/over excited leading to lapse in concentration</li> </ul>

## Swimming

Selection Performance Criteria	Observable Behaviours
<b>Recovery</b>	
Demonstrate adaptability and a desire to improve fitness, performances, health and wellbeing	<ul style="list-style-type: none"> <li>• Have a willingness to try new challenges within the training environment</li> </ul>
<b>Commitment</b>	
Demonstrate a willingness to fully engage with the Swimming programme, undertake the necessary relevant training and take part in key competition in the lead up to the Games	<ul style="list-style-type: none"> <li>• Respond to ALL communication from the UK Invictus Games Project Team and Coaches by the given deadline</li> <li>• Demonstrate an interest to improve and further commit to the sport by actively seeking advice from the swimming coaches on training programmes and external opportunities</li> </ul>
<b>Attitude</b>	
Demonstrate a positive attitude to coaching, supporting own and wider team's development	<ul style="list-style-type: none"> <li>• Treat team mates, staff, coaches and volunteers with respect and integrity</li> <li>• Endeavour to take on challenging training sessions and learning new skills</li> <li>• Take ownership, personal responsibility and a genuine interest for development of training, and competition plans in conjunction with swimming coaches and staff</li> </ul>
<b>Performance</b>	
Personal improvement/development	<ul style="list-style-type: none"> <li>• Continuous improvement of technique</li> </ul>

## Wheelchair Basketball

Selection Performance Criteria	Observable Behaviours
<b>Commitment</b>	
Demonstrate an enhanced commitment to training and improvement	<ul style="list-style-type: none"> <li>• Punctuality at training camps</li> <li>• Demonstrate an interest to continuously improve by seeking an involvement in a local club and/or training outside of Invictus Games training camps</li> </ul>
<b>Attitude</b>	
Demonstrate a positive and encouraging team spirit	<ul style="list-style-type: none"> <li>• Demonstrate selflessness on and off court</li> <li>• Demonstrate encouraging and assisting behaviours and comments towards other team members</li> <li>• Maintain a positive attitude</li> </ul>
<b>Performance*</b>	
Shooting	<ul style="list-style-type: none"> <li>• Demonstrate execution layups confidently with both hands and under some pressure</li> <li>• Understand own range and that of teammates and show humility in facilitating the correct shot at the expense of personal glory</li> <li>• A high consistency within the close-range game will be expected and similarly from the Free-throw line</li> <li>• Ability to make space and read teammates movement to produce high-percentage shots</li> </ul>
Chair Skills	<ul style="list-style-type: none"> <li>• Basic agility including, changing direction at speed and under pressure, and the chair should remain in control at all times</li> <li>• Manoeuvrability, including the first push, speed and stamina, should be sufficient to ensure players can operate independently throughout the game</li> <li>• Demonstrate an understanding of chair positioning and hand positioning at all times throughout the game</li> </ul>

<p>Defensive Skills</p>	<ul style="list-style-type: none"> <li>• Players understand and can execute simple defensive actions on rebounds, including boxing out</li> <li>• Players will have an awareness of and ability to follow defensive plans whilst executing individual skills of jumping, communicating, and reading the game. Proficiency in switching in pairs or triples will be expected</li> </ul>
<p>Ball Handling</p>	<ul style="list-style-type: none"> <li>• Proficiency and confidence in dribbling with both hands and executing an array of passes will be expected</li> <li>• Strength and determination to protect the ball whilst under pressure and the composure to maintain discipline and make sound tactical decisions are all fundamental</li> </ul>
<p>Tactical Awareness</p>	<ul style="list-style-type: none"> <li>• Understand and execute; pick-backs, delays, denial, press, recover and switches</li> <li>• Have an operating knowledge and ability in press break, curls, picks and understanding of man-out drills are imperative</li> </ul>

\*These are performance guidelines and it is recognised that some players will be proficient in some but not all and will still be viable for selection. Assembling a team will reflect skills across the full 12 players and deficits in a player's.

## Wheelchair Rugby

Selection Performance Criteria	Observable Behaviours
<b>Attitude</b>	
<p>Demonstrate a World Class positive attitude to coaching, supporting own and wider team's development</p>	<ul style="list-style-type: none"> <li>• Demonstrate a positive attitude towards other competitors</li> <li>• Demonstrate a positive reaction to being asked to do something (e.g. shuttle runs, highlighting errors etc.)</li> <li>• Demonstrate a positive reaction to when given timings and coaching instructions</li> </ul>
<b>Performance</b>	
<p>Demonstrate improvement in sprint time</p>	<ul style="list-style-type: none"> <li>• Full court sprint time of 22 seconds (new players) or 18 seconds (returning players)</li> <li>• 3-4 seconds improvement in full court sprint time during training camps prior to the UK Team Trials</li> </ul>
<p>Demonstrate some of the skills required to be an effective player</p>	<ul style="list-style-type: none"> <li>• Demonstrate some chair skills in training camps</li> <li>• Demonstrate an ability to catch, pass and bounce a ball on the move effectively</li> </ul>

## Appendix 1

Please find below a full list of sports available in the Invictus Games Sydney 2018 and the Warrior Games 2018.

Sport	Invictus Games 2018	Warrior Games 2018
Archery	Yes	Yes
Athletics	Yes	Yes (Track & Field)
Cycling	Yes	Yes
Indoor Rowing	Yes	
Powerlifting	Yes	
Sailing	Yes	
Shooting		Yes
Sitting Volleyball	Yes	Yes
Swimming	Yes	Yes
Wheelchair Basketball	Yes	Yes
Wheelchair Rugby	Yes	