

# SENTA

ATHLETES BECOME SOCIAL ENTREPRENEURS

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*FIELDWORK AND DATA COLLECTION REPORT*

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**Olympic Committee of Bosnia and Herzegovina**

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## Introduction

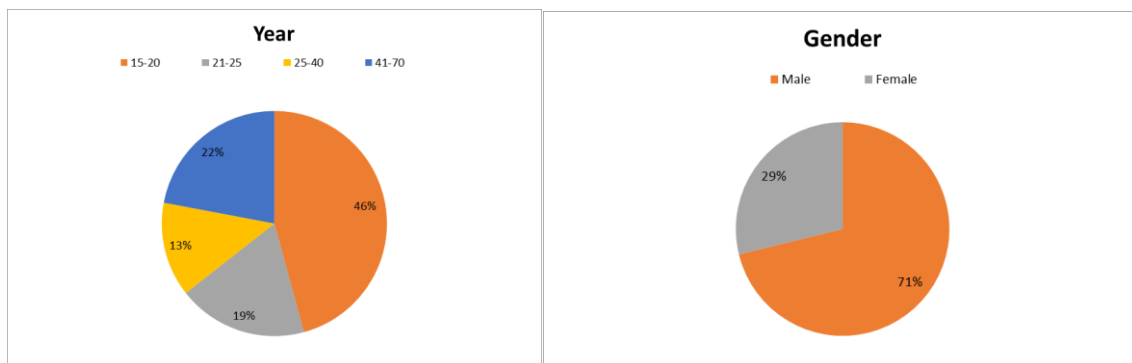
As a part of Fieldwork and data collecting activity in the project Athletes Becoming Entrepreneurs! Developing a Gamification Based Social Entrepreneurship Training Program for Athletes, a survey and interview was conducted with the elite athletes in Bosnia and Herzegovina by the Olympic Committee of BiH.

The survey was performed following the methodology provided, with 40 participants who gave their responses on the survey on the spot, and 20 participants who filled out the survey online. In regards to the interview, it was conducted with ten elite athletes and according to the established methodology.

### *The survey analysis*

#### General information

In total there were 60 participants who filled out the survey. In regards to their age, the majority of 46% are in the range of 15 to 20 years of age. The majority of participants are male with 71%, while 29% are female athletes.



When it comes to the sport they practice, the majority practice Karate, to be exact 18 of the participants, followed by Shooting 8 participants, Skiing 7 participants, and other covering sports such as Swimming, Judo, Biathlon, Athletics, Alpine skiing, and other. All the participants are competing at the International level, and are currently active athletes. 29 athletes work and train, while the rest 31 athletes are not employed.

Considering whether or not athletes are scholarship users, 31 of them are not in any programme of scholarship, while 29 of them have some form of sport scholarship, and mostly coming from the Olympic solidarity programme, with an exception of 3 athletes who receive scholarships from relevant state, federal or cantonal ministry. There are in total 4 athletes who have retired from their sport career, and the age at which they retired is listed as 29, 32, 39 and 40 years of age.

## Questionnaire

The following tables summarise the answers given to the questionnaire section which contained 30 questions which were rated on a scale from 1 to 5, where 1 meant strongly disagree and 5 strongly agree. The analysis has been performed in regards to the categories assigned to each question.

### *Aspects of personal nature*

#### a) Leadership

- I like working with a team of people to coordinate
- When working in a group, I prefer to be a leader

In regards to their aspects of leadership, 63% of respondents strongly like to work with a team of people which they coordinate. On the other hand the numbers are somewhat different in connection to their leadership status when working in a group, with 27% who strongly prefer to be leaders. Let us then take into account answered strongly agree and agree as positive answers, in which case, the 83% of respondents like working with people who they coordinate, and 62% prefer to be leaders. Even though there is some difference in the numbers, the majority still answered to these two notions positively.

Finally, one can conclude that athletes do prefer to work in a group they coordinate, but maybe will not always assume a leadership position.

**I like working with a team of people to coordinate**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.3	3.3	3.3
	2.00	2	3.3	3.3	3.3
	3.00	6	10.0	10.0	10.0
	4.00	12	20.0	20.0	20.0
	5.00	38	63.3	63.3	63.3
	Total	60	100.0	100.0	100.0

**When working in a group, I prefer to be the leader**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	6.7	6.7	6.7
	2.00	3	5.0	5.0	5.0
	3.00	16	26.7	26.7	26.7
	4.00	21	35.0	35.0	35.0
	5.00	16	26.7	26.7	26.7
	Total	60	100.0	100.0	100.0

**b) Motivation to achieve**

- I am a person determined to achieve my goals
- In considering myself self-sufficient to be able to achieve what I propose

Since the respondents are elite athletes, it is not surprising that 87% of them are determined to achieve their goals. And they seem to deem themselves self-sufficient in achieving their purposes, or 88% who strongly agree and agree with this statement. One can conclude that the athletes have a strong motivation to achieve their goals.

**I am a person determined in achieve my goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.3	3.3	3.3
	3.00	4	6.7	6.7	6.7
	4.00	2	3.3	3.3	3.3
	5.00	52	86.7	86.7	86.7
	Total	60	100.0	100.0	100.0

**In consider myself self-sufficient to be able to achieve what I propose**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	2.00	3	5.0	5.0	5.0
	3.00	3	5.0	5.0	5.0
	4.00	17	28.3	28.3	28.3
	5.00	36	60.0	60.0	60.0
	Total	60	100.0	100.0	100.0

**c) Capacity to assume risks**

- I think it is necessary to take a risk to progress
- I believe people who take risks are more likely to succeed than those who do not
- I like to take calculated risks with new ideas

The capacity to assume risks takes into account the necessity to take risks in order to progress, the successful rate of those who do take risks and whether taking calculating risks is worthwhile in the light of introducing new idea. The respondents in this case have a somewhat different opinions. It is without a doubt that the vast majority of 83% think it is necessary to take risks in order to progress. However, the percentage drops in case of the successfulness of people who do take risks, where 72% of the total number of respondents gave a positive answer. It is still a majority of the group, but the decline in numbers is evident. But when asked if they like taking calculated risks with new ideas, more than 80% of them gave a positive answer. One could conclude that athletes have no difficulty in taking risks, however, they are aware of the notion that they will not be necessarily successful in that.

**I think it is necessary to take a risk to progress**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.3	3.3	3.3
	2.00	1	1.7	1.7	1.7
	3.00	7	11.7	11.7	11.7
	4.00	11	18.3	18.3	18.3
	5.00	39	65.0	65.0	65.0
	Total	60	100.0	100.0	100.0

**I believe people who take risks are more likely to succeed than those who do not**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	8.3	8.3	8.3
	2.00	4	6.7	6.7	6.7
	3.00	8	13.3	13.3	13.3
	4.00	13	21.7	21.7	21.7
	5.00	30	50.0	50.0	50.0
	Total	60	100.0	100.0	100.0

**I like to take calculated risks with new ideas**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	2.00	3	5.0	5.0	5.0
	3.00	7	11.7	11.7	11.7
	4.00	14	23.3	23.3	23.3
	5.00	35	58.3	58.3	58.3
	Total	60	100.0	100.0	100.0

**d) Trust**

- I am trained to face most situations
- I believe in my possibilities

It seems that athletes believe they are trained to face most situations, with 78% of them stating positively to this notion. As to their possibilities, there is a strong 90% of them who are sure of that. When it comes to athletes' self-esteem and their trust in themselves, there seems to be a strong inclination to this.

**I am trained to face most situations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	11	18.3	18.3	18.3
	4.00	21	35.0	35.0	35.0
	5.00	26	43.3	43.3	43.3
	Total	60	100.0	100.0	100.0

**I believe in my possibilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	3.00	5	8.3	8.3	8.3
	4.00	6	10.0	10.0	10.0
	5.00	48	80.0	80.0	80.0
	Total	60	100.0	100.0	100.0

**e) Responsibility**

- I assume the consequences of what I have said and done
- I do every job as thoroughly as possible

The respondents are adamant in assuming consequences for their actions and for what they have said. A strong 95% of athletes have rated this statement positively. Only 2 athletes are undecided. And out of the total number of respondents, 88% have stated that they are very thorough in their work, or at least as thorough as possible. There are only 10% of athletes who are undecided in this respect, with only 1 respondent who strongly disagrees. It is safe to presume athletes have a strong sense of responsibility, which goes in line with their sporting careers.

**I assume the consequences of what I have said and done**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	3.00	2	3.3	3.3	3.3
	4.00	7	11.7	11.7	11.7
	5.00	50	83.3	83.3	83.3
	Total	60	100.0	100.0	100.0

**I do every job as thoroughly as possible**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	3.00	6	10.0	10.0	10.0
	4.00	12	20.0	20.0	20.0
	5.00	41	68.3	68.3	68.3
	Total	60	100.0	100.0	100.0

**f) Integrated in social networks with access to information and knowledge**

- I prefer to work with more people
- I have access to support information to start undertaking projects

It seems that athletes do not prefer to work with more people, since only 43% have rated this statement with positive answers. 30% of them are indecisive, and together with 27% who do not agree with this notion make up a majority in this case. This aspect would need to be further analysed, since it is not clear whether athletes are indecisive because they have never been in this situation, or there is some other reason to it. When considering the access to necessary support for athletes to undertake concrete actions, such as project, the responses are 50% positive and 50% negative. However, if we take out those who are undecided out of the equation, the majority of 50% who answered positively compared to 20% of those that answered negatively, can be assumed to take prevalence. 30% of those athletes who are undecided do not indicate that such support does not exist, but it might be that they never required such a support, as they have never considered it important and necessary for themselves. It might be that they never wanted to undertake projects for themselves. The analysis of athletes' integration in social networks and their access to information seems to be facing a more negative aspect than a positive one.

**I prefer to work with more people**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	9	15.0	15.0	15.0
	2.00	7	11.7	11.7	11.7
	3.00	18	30.0	30.0	30.0
	4.00	10	16.7	16.7	16.7
	5.00	16	26.6	26.7	26.7
	Total	60	100.0	100.0	100.0

**I have access to support information to start undertaking projects**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.3	3.3	3.3
	2.00	10	16.7	16.7	16.7
	3.00	18	30.0	30.0	30.0
	4.00	12	20.0	20.0	20.0
	5.00	18	30.0	30.0	30.0
	Total	60	100.0	100.0	100.0

**Aspect of social nature**

**a) Social Conscience**

- I would love to collaborate for free in an NGO
- People who help other are an example to follow

Are athletes socially conscious? Half of respondents claim that they would love to collaborate for free in an NGO. However, 33% stated that they are undecided, which is a greater number than those who strongly agree, and then 27% of the overall number answered to this notion negatively. On the other hand, 92% of athletes agree that people who help other are an example to follow. Therefore, one can assume that helping others is a noble cause to be followed, but whether athletes themselves would choose to do it for free, the numbers in that case seem to drop severely.

**I would love to collaborate for free in an NGO**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	6.7	6.7	6.7
	2.00	6	10.0	10.0	10.0
	3.00	20	33.3	33.3	33.3
	4.00	12	20.0	20.0	20.0
	5.00	18	30.0	30.0	30.0
	Total	60	100.0	100.0	100.0

**People who help others are an example to follow**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	8.3	8.3	8.3
	4.00	3	5.0	5.0	5.0
	5.00	52	86.7	86.7	86.7
	Total	60	100.0	100.0	100.0



**b) Cooperation-help**

- I like to help class/work friends

90% of athletes agree that they like to help their class or work friends, there are only 3 respondents who were undecided and disagreed with this notion.

**I like to help class/work friends**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.0	5.0	5.0
	3.00	3	5.0	5.0	5.0
	4.00	7	11.7	11.7	11.7
	5.00	47	78.3	78.3	78.3
	Total	60	100.0	100.0	100.0

**c) Coherence and Commitment**

- I usually do my part very well in any project in which I am involved

Athletes seem to believe that they do their part very well in any project that they are involved with, or to be precise 93% of the total number of respondents gave positive answers.

**I usually do my part very well in any project in which I am involved**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	3	5.0	5.0	5.0
	4.00	15	25.0	25.0	25.0
	5.00	41	68.3	68.3	68.3
	Total	60	100.0	100.0	100.0

**d) Living and respect for public property**

- The problems of living are solved by dialogue

Whether athletes believe in a power of dialogue, it is quite evident, with 90% of them answering positively. Only 3 respondent answered negatively to this statement.

**The problems of living are solved by dialogue**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.3	3.3	3.3
	2.00	1	1.7	1.7	1.7

3.00	3	5.0	5.0	5.0
4.00	6	10.0	10.0	10.0
5.00	48	80.0	80.0	80.0
Total	60	100.0	100.0	100.0

Taking into consideration all the aspects of social consciousness, they seem to have been rated quite high, with one exception in regards to collaborating in an NGO for free. This is the only aspect with the lowest number of positive answers. Apart from that, athletes believe that people who help other are an example to follow, they help out their class/work friends, they believe they do their part very well in project that they are involved with, and they believe in the power of dialogue.

### ***Innovative aspects***

#### **a) Creativity**

- I get things done imaginatively and differently than other people do
- I see new utilities in common objects

80% of the total number of respondents believe that they are imaginative and different than others in their line of work. Even a higher number of them believe that they are capable of using common objects as new utilities. One can state that athletes believe to be highly creative and imaginative.

#### **I get things done imaginatively and differently than other people do**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	5.0	5.0	5.0
	3.00	9	15.0	15.0	15.0
	4.00	20	33.3	33.3	33.3
	5.00	28	46.7	46.7	46.7
	Total	60	100.0	100.0	100.0

#### **I see new utilities in common objects**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	5.0	5.0	5.0
	3.00	8	13.3	13.3	13.3
	4.00	25	41.7	41.7	41.7
	5.00	24	40.0	40.0	40.0
	Total	60	100.0	100.0	100.0

#### **b) Capacity to identify opportunities**

- I can create opportunities and take advantage of them

Out of the total number of respondents, a vast majority of 84% claim that they can create opportunities and use them to their own advantage. There have not been any negative answers, but 17% of them have declared as indecisive.

**I can create opportunities and take advantage of them**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	16.7	16.7	16.7
	4.00	22	36.7	36.7	36.7
	5.00	28	46.7	46.7	46.7
	Total	60	100.0	100.0	100.0

**c) Initiative**

- I have intervened in the implementation of group projects or associations
- I have seriously considered starting my own business after I graduate

Even though more than half of the respondents, 59% claim that they have been involved in the implementation of group projects, which is still the majority of the group, a great number of them are undecided 23% and 18% do not agree with this statement. In regards to the question, one can presume that in total 41% have not been involved in some group projects, since the question is quite straightforward and leaves little room for indecisiveness. The second aspect in this group corresponds to the notion of starting one's own business after graduation. This statement has received 50% of positive answers. However, one cannot say that the other 50% solely belong to those that disagree. There are only 18% of the athletes who responded negatively, while a great number of them, 32% are indecisive. This notion can be connected to the age of the athletes, which are in this case is between 15 and 20 years of age. This can also be a direct consequence of a lack of dual career approach in Bosnia and Herzegovina, where athletes in their prime time are mostly focused on their sporting career, and not considering what awaits them once their sport career is over. One can conclude that the aspect of initiative in athletes seems not to be as developed as previous aspects, and certainly there is room for improvement in this area.

**I have ever intervened in the implementation of group projects or associations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	8.3	8.3	8.3
	2.00	6	10.0	10.0	10.0
	3.00	14	23.3	23.3	23.3
	4.00	10	16.7	16.7	16.7
	5.00	25	41.7	41.7	41.7
	Total	60	100.0	100.0	100.0

**I have seriously considered starting my own business after graduating**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	13.3	13.3	13.3
	2.00	3	5.0	5.0	5.0
	3.00	19	31.7	31.7	31.7
	4.00	9	15.0	15.0	15.0
	5.00	21	35.0	35.0	35.0
	Total	60	100.0	100.0	100.0

**d) Capacity to generate ideas**

- I am able to make suggestions to improve the project in which I participate
- I enjoy finding good solutions to the problems that nobody has solved yet

The athletes seem to be more capable in generating ideas then initiating them, with 83% of them claiming that they are able to make suggestions to improve the project in which they participate. And athletes are known to have a good predisposition in tackling the unpredictable moments, therefore 88% of the respondents that answered positively to this statement is the confirmed indication of that. Overall, one can state that athletes are quite capable in generating ideas.

**I am able to make suggestions to improve the projects in which I participate**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.3	3.3	3.3
	3.00	8	13.3	13.3	13.3
	4.00	14	23.3	23.3	23.3
	5.00	36	60.0	60.0	60.0
	Total	60	100.0	100.0	100.0

**I enjoy finding good solutions to the problems that nobody has solved yet**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	2.00	1	1.7	1.7	1.7
	3.00	5	8.3	8.3	8.3
	4.00	18	30.0	30.0	30.0
	5.00	35	58.3	58.3	58.3

Total	60	100.0	100.0	100.0
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**e) Change capacity**

- When plans change unexpectedly without difficulty
- I am good at handling unforeseen situations

Even though 75% of respondents claim they can tackle unexpected changes without difficulty, 25% of them gave a negative answer, out of which 18% are indecisive. A strong 87% of respondents claim that they are good at handling unforeseen situations, which again attests to their skills and competencies of an athlete, who handle unforeseen situations on a daily basis. A vast majority of respondents indicates that athletes have a strong change capacity.

**When plans change unexpectedly without difficulty**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	6.7	6.7	6.7
	3.00	11	18.3	18.3	18.3
	4.00	23	38.3	38.3	38.3
	5.00	22	36.7	36.7	36.7
	Total	60	100.0	100.0	100.0

**I am good at handling unforeseen situations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	13.3	13.3	13.3
	4.00	18	30.0	30.0	30.0
	5.00	34	56.7	56.7	56.7
	Total	60	100.0	100.0	100.0

**f) Capacity to learn and evolve**

- I always look for positive side in a bad situation
- I analyze my mistakes to learn from them

Can athletes stay positive when faced with a bad situation? According to the survey 88% of them can, which is a vast majority. Only 7% are indecisive and 5% answered negatively to this statement. Learning from their own mistakes is something athletes learn early on in their sport career, therefore a decisive 97% who have answered positively has been expected.

**I always look for the positive side in a bad situation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	2.00	2	3.3	3.3	3.3
	3.00	4	6.7	6.7	6.7
	4.00	18	30.0	30.0	30.0
	5.00	35	58.3	58.3	58.3
	Total	60	100.0	100.0	100.0

**I analyze my mistakes to learn from them**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.3	3.3	3.3
	4.00	9	15.0	15.0	15.0
	5.00	49	81.7	81.7	81.7
	Total	60	100.0	100.0	100.0

**g) Failure tolerance**

- I think opportunities can be extracted from difficult problems or situations

More than 80% of athletes agree that they can extract opportunities from difficult problems or situations, and one can state that athletes have a strong tolerance towards failure, again one of the characteristics of their sporting career.

**I think that opportunities can be extracted from difficult problems or situations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	3.00	10	16.7	16.7	16.7
	4.00	15	25.0	25.0	25.0
	5.00	34	56.7	56.7	56.7
	Total	60	100.0	100.0	100.0

To summarize the innovative aspects of the athletes, it is evident that there are strong numbers in majority for almost every aspect listed, such as creativity, capacity to identify opportunities and generate ideas. Along with these athletes are quite sure to be able to tackle change, and that they have high capacity to learn and evolve, along with tolerance towards failure. One aspect that seems to be lacking the numbers is initiative, and something which should be dealt with.

To conclude, the following graph represents the aspects which should be addressed:



### ***Interview***

The interview was conducted with a group of 10 athletes. The 10 interview questions have been translated and handed out of the athletes. They were informed that they are required to rate each statement in regards to its importance from 1 to 10, where 1 is the least important, and 10 is the most important. Then they were told to rate the statements again from 1 to 10 but to keep in mind that they are rating their own possession of the competencies in the statements.

Most of the athletes expressed the concern in rating them from 1 to 10, since they all deem the statements in general to be all most important, but they were advised to try and make a distinction between them.

Competencies	IMP 1	IMP 2	IMP 3	IMP 4	IMP 5	IMP 6	IMP 7	IMP 8	IMP 9	IMP 10	
Perseverance during challenging times and in the face of setbacks	3	7	8	7	9	7	6	7	8	10	72
Understanding the importance of rest and recuperation	2	4	2	1	1	8	7	1	6	3	35
Ability to cope with stress in sport and study	1	5	7	4	4	1	8	8	9	9	56
Dedication to succeed in both sport and study	4	3	3	9	3	9	1	4	1	2	39
Belief in your own ability to overcome the challenge in sport and study	10	6	6	8	10	10	10	6	7	8	81
Willingness to make sacrifices and choices to succeed in sport and study	9	2	1	3	5	3	5	9	10	7	54
Ability to use your own time efficiently	6	1	5	6	2	5	4	5	5	5	44
Ability to collaborate with support staff in study and sport (e.g. coach, teacher, support provider...)	8	10	4	2	7	6	2	3	3	1	46
Self-discipline o manage the demands of your study and sport combination (e.g. work independently without supervision of other)	7	9	10	10	5	4	9	2	2	6	64
Assertiveness (being self-assured and acting with confidence)	5	8	9	5	8	2	3	10	1	4	55

Competencies	POSS 1	POSS 2	POSS 3	POSS 4	POSS 5	POSS 6	POSS 7	POSS 8	POSS 9	POSS 10	
Perseverance during challenging times and in the face of setbacks	5	3	5	7	5	8	7	7	6	8	61
Understanding the importance of rest and recuperation	4	1	10	6	3	1	4	4	2	5	40
Ability to cope with stress in sport and study	10	2	9	10	8	2	6	5	9	10	71
Dedication to succeed in both sport and study	9	4	6	9	7	10	10	6	5	6	72
Belief in your own ability to overcome the challenge in sport and study	3	5	2	8	6	9	9	10	10	9	71
Willingness to make sacrifices and choices to	6	6	3	4	2	5	5	8	4	7	50



<b>succeed in sport and study</b>											
<b>Ability to use your own time efficiently</b>	7	10	4	5	4	6	2	1	7	2	48
<b>Ability to collaborate with support staff in study and sport (e.g. coach, teacher, support provider...)</b>	8	9	1	1	1	7	1	3	8	4	43
<b>Self-discipline o manage the demands of your study and sport combination (e.g. work independently without supervision of other)</b>	2	8	8	2	9	4	8	2	1	3	47
<b>Assertiveness (being self-assured and acting with confidence)</b>	1	7	7	3	10	3	3	9	3	1	47

<b>Competencies</b>	<b>DIS 1</b>	<b>DIS 2</b>	<b>DIS 3</b>	<b>DIS 4</b>	<b>DIS 5</b>	<b>DIS 6</b>	<b>DIS 7</b>	<b>DIS 8</b>	<b>DIS 9</b>	<b>DIS 10</b>	
<b>Perseverance during challenging times and in the face of setbacks</b>	15	49	40	21	5	24	28	21	12	0	<b>215</b>
<b>Understanding the importance of rest and recuperation</b>	12	36	0	4	27	2	12	36	8	35	<b>172</b>
<b>Ability to cope with stress in sport and study</b>	0	40	7	0	48	18	12	10	9	10	<b>154</b>
<b>Dedication to succeed in both sport and study</b>	4	18	12	9	49	10	90	36	45	48	<b>321</b>
<b>Belief in your own ability to overcome the challenge in sport and study</b>	70	30	48	16	0	0	0	40	30	18	<b>252</b>
<b>Willingness to make sacrifices and choices to succeed in sport and study</b>	36	8	7	18	10	35	25	8	0	21	<b>168</b>
<b>Ability to use your own time efficiently</b>	18	0	30	30	32	30	12	5	35	10	<b>202</b>
<b>Ability to collaborate with support staff in study and sport (e.g. coach, teacher, support provider...)</b>	16	10	36	18	3	28	8	21	56	36	<b>232</b>
<b>Self-discipline o manage the demands of your study and sport combination (e.g. work independently without supervision of other)</b>	56	18	20	80	45	24	8	16	8	12	<b>287</b>
<b>Assertiveness (being self-assured and acting with confidence)</b>	45	24	27	35	20	24	21	0	27	6	<b>229</b>

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Looking at the tables above and the final results in regards to the discrepancy calculation, the following competencies are listed in regards to their priority (the higher the discrepancy, the higher the priority of a specific competence).

<i>Priority</i>	<i>Competencies</i>
1	Dedication to succeed in both sport and study
2	Self-discipline to manage the demands of your study and sport combination (e.g. work independently without supervision of other)
3	Belief in your own ability to overcome the challenge in sport and study
4	Ability to collaborate with support staff in study and sport (e.g. coach, teacher, support provider...)
5	Assertiveness (being self-assured and acting with confidence)
6	Perseverance during challenging times and in the face of setbacks
7	Ability to use your own time efficiently
8	Understanding the importance of rest and recuperation
9	Willingness to make sacrifices and choices to succeed in sport and study
10	Ability to cope with stress in sport and study