



University of Groningen

## Improving Talent Identification Using Insights from Selection Psychology

Bergkamp, Tom; Hartigh, den, Ruud; Niessen, Susan; Frencken, Wouter; Meijer, Rob R.

**IMPORTANT NOTE:** You are advised to consult the publisher's version (publisher's PDF) if you wish to cite from it. Please check the document version below.

*Publication date:*  
2019

[Link to publication in University of Groningen/UMCG research database](#)

*Citation for published version (APA):*

Bergkamp, T., Hartigh, den, R., Niessen, S., Frencken, W., & Meijer, R. R. (2019). *Improving Talent Identification Using Insights from Selection Psychology: 5-minute pitch*. Abstract from FEPSAC 2019, Münster, Germany.

### Copyright

Other than for strictly personal use, it is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), unless the work is under an open content license (like Creative Commons).

### Take-down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

*Downloaded from the University of Groningen/UMCG research database (Pure): <http://www.rug.nl/research/portal>. For technical reasons the number of authors shown on this cover page is limited to 10 maximum.*

**Title:** Improving Talent Identification Using Insights from Selection Psychology

### **Contributing Authors**

**Tom L. G. Bergkamp** - Department of Psychometrics and Statistics, Faculty of Behavioral and Social Sciences, University of Groningen, Grote Kruisstraat 2/1, 9712TS, Groningen, the Netherlands

**A. Susan M. Niessen** - Department of Psychometrics and Statistics, Faculty of Behavioral and Social Sciences, University of Groningen, Grote Kruisstraat 2/1, 9712TS, Groningen, the Netherlands

**Ruud. J. R. den Hartigh** - Department of Developmental Psychology, Faculty of Behavioral and Social Sciences, University of Groningen, Grote Kruisstraat 2/1, 9712TS, Groningen, the Netherlands

**Wouter G. P. Frencken** - Football Club Groningen, Groningen, the Netherlands

**Rob R. Meijer** - Department of Psychometrics and Statistics, Faculty of Behavioral and Social Sciences, University of Groningen, Grote Kruisstraat 2/1, 9712TS, Groningen, the Netherlands

### **Abstract**

Talent identification involves the prediction of elite sports performance. According to a recent review, insights from selection psychology can help to provide more accurate predictions of future performance (Den Hartigh, Niessen, Frencken, & Meijer, 2018). One approach to potentially improve such predictions is using ‘sample-based’, as opposed to ‘sign-based’ methods. Sign-based methods are defined as tests that measure distinct (e.g., psychological) constructs that are conceptually related to the criterion. Sample-based methods aim to sample criterion behavior.

I will present a study in which we compared the predictive validity of samples of soccer performance in small sided games (SSGs), against the validity of endurance, sprint and agility tests. Thirty-four players of the U-19 and U-23 teams of a professional soccer academy participated in 11 ( $SD = 3$ ) 7-vs-7 games. Players’ performance was assessed based on their contribution to the result of each SSG outcomes, whereas standardized tests were used to assess speed, endurance, and agility. Whole-season performance ratings (0 – 10) by coaches were used as a criterion measure. For the U-19 players, SSG performance ( $r = .44$ ) was a stronger predictor of the coaches’ performance rating than speed ( $r = -.08$ ), endurance ( $r = .34$ ), and agility ( $r = -.08$ ). Surprisingly enough, all variables correlated negatively with coaches’ rating for the U-23 players, which might be due to other factors confounding the judgment of the coach in this age category. To conclude, our results provide first evidence

that sample-based methods (SSGs) may provide stronger indicators of soccer performance than sign-based tests.