Module 3: Identification
—•— Reflection Checklist

Systems & processes

	Achieved	Developing	Not Achieved
Is a systemic Talent ID structure currently in place?	○	○	○
Is there multi-department involvement/collaboration with Talent ID?	○	○	○
Does the Talent ID network have sufficient coverage of your area?	○	○	○
Is there a database/software to collect reports and track players?	○	○	○
Are player recommendations taken from external sources (e.g., forms)?	○	○	○
Are Talent ID events organised (e.g., school tournaments and camps)?	○	○	○
Are approaches such as public Talent ID calls and open trials used?	○	○	○

What is the current Talent ID structure? How many staff are full-time/part-time/voluntary? What are their roles and responsibilities? What other staff/resources are involved (internal/external)?

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What are the current practical approaches to Talent ID and player searching (including regions, ages, genders, and levels covered)? What are the database capabilities? Who oversees this and how is it collected?

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Training Centre

Scouting environment

	Achieved	Developing	Not Achieved
Is there a structured competition available across ages and genders for Talent ID?	○	○	○
Are players based outside of your area considered and observed?	○	○	○
Do you consider other sports players for talent-transfers into football?	○	○	○
Are safeguarding measures in place for players during Talent ID?	○	○	○

What are the details on the competition structure (e.g., clubs, schools) across all ages and genders in the area? Where are players currently scouted from and how do you consider birthplace effects? What areas do your players come from (e.g., heat map) and which regions can be identified as talent hotspots for scouting?

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What ages does your Talent ID system cover? What are the key challenges/opportunities (now and future)?

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Player observations

	Achieved	Developing	Not Achieved
Does specific player scouting report templates exist?	○	○	○
Is there a grading system in use, with general clarity on its definitions?	○	○	○
Do the player observations/scouting reports consider the relative age of each individual?	○	○	○
Do the player observations/scouting reports consider the maturation status of each individual?	○	○	○
Do grades consider both performance and potential of players?	○	○	○
Are players observed multiple times before recommendations are given?	○	○	○

How have reports been designed and used? How are they aligned to the profiles and philosophy? Do the reports positively contribute to the flow of information and decision making on selection?

What is the structure for organising player observation (e.g., how do you consider the experience/expertise of scouts in player observations or reports)?

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Data & analytics

	Achieved	Developing	Not Achieved
Is player testing used (e.g., physical, technical, age, personality)?	○	○	○
Is data from player reporting analysed and tracked for insights?	○	○	○
Are there resources and capacity used for video scouting?	○	○	○
Has a heat map been created for where players are being identified?	○	○	○
Have external data comparisons been made to benchmark players?	○	○	○

What is the perspective towards the use of data and analytics in the Talent ID process? Is there a methodical approach to the use of information and data at all stages of Talent ID?

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How are any data and analytic resources currently used?

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