Scout Report

TALENT IDENTIFICATION & RECRUITMENT - COACH GUIDANCE

TALENT IDENTIFICATION & RECRUITMENT

IDENTIFY | ASSESS | DEVELOP

WHY THIS RESOURCE MATTERS

The Scout Report gives a coach or scout a structured way to record what they actually observe. The aim is to reduce snap judgements, compare players more consistently and create a written record that can support later selection or monitoring decisions.

1 PURPOSE

Use the form to capture a balanced view of a player across technical, tactical, physical and psychological/social areas rather than allowing one standout action to dominate the assessment.

- Record the player, match and observation context before rating performance.
- Use the comments sections to explain the evidence behind the scores.

2 WHEN TO USE IT

Use a Scout Report when watching a player in a match, festival, showcase, school game, academy environment or other competitive setting.

- Where possible, observe for a meaningful period rather than a few isolated minutes.
- A second observation is valuable when the first viewing is inconclusive.

3 HOW TO USE THE FORM

Complete ratings after watching behaviours in context. A score should reflect what the player demonstrated during that observation, not reputation or prior knowledge.

- Rate consistently against your club criteria and the player's role.
- Use strengths and development areas to add context to numeric scores.

4 WHAT TO LOOK FOR

Look beyond the ball. Consider scanning, positioning, movement, reactions after mistakes, communication, decision making and how the player affects teammates and opponents.

- Separate current physical advantage from football ability and long-term potential.
- Notice repeated behaviours rather than isolated highlights.

5 WHAT TO DO NEXT

Use the recommendation section to record a clear next step. That may be to invite the player to trial, observe again, compare with another player, seek another scout's view or decide that the player is not currently a recruitment priority.

- Keep reports dated so future observations can be compared.
- If several scouts are involved, discuss major differences in ratings.

COACH TIP

A scouting report is strongest when it contains evidence. Instead of writing "good awareness", note what the player saw or did - for example, "checked shoulder before receiving and played forward first time under pressure".

TFE Club Hub resources are provided as general club-development guidance. Clubs should adapt talent identification and recruitment practices to their own age groups, playing philosophy, safeguarding procedures, selection policies and local requirements.

Trial Player Assessment

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WHY THIS RESOURCE MATTERS

The Trial Player Assessment helps coaches judge how a player performs inside the club environment. A trial should assess more than football technique: it should also show how the player learns, communicates, competes and responds to coaching.

1 PURPOSE

Use the form to create a fair, repeatable trial process and to separate first impressions from a broader assessment of suitability for the team or programme.

- Consider performance, potential and fit with the environment.
- Assess the player against the expectations of the relevant age group and level.

2 WHEN TO USE IT

Complete the assessment during or immediately after trial sessions and trial matches. If the trial lasts several sessions, add observations across the whole period.

- Avoid making a final decision too early unless there is a clear reason.
- Give players enough opportunity to settle into an unfamiliar group.

3 HOW TO USE THE FORM

Rate what was demonstrated in the trial and use the written sections to explain the scores. Consider whether nerves, unfamiliar teammates or a new position may have affected performance.

- Compare the player with the demands of the role, not simply with the best player present.
- Use the outcome section only after reviewing all evidence.

4 WHAT TO LOOK FOR

Look for technical quality, speed of thought, willingness to receive the ball, game understanding, intensity, coachability and interaction with teammates.

- Notice how quickly the player responds to information or corrections.
- Observe behaviour when things go wrong as well as when the player succeeds.

5 WHAT TO DO NEXT

Choose a clear outcome: offer a place, invite the player back, monitor further or decide they are not currently suitable. Where appropriate, explain the decision respectfully and record any agreed follow-up.

- Keep assessment notes confidential and consistent with club policy.
- Use more than one assessor for difficult or high-impact decisions where practical.

COACH TIP

Trials test the environment as well as the player. A talented player may need time to adjust. Look for learning behaviours and potential, not just who appears most comfortable on day one.

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Talent Identification Criteria

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WHY THIS RESOURCE MATTERS

Talent Identification Criteria give coaches a shared language for recognising potential. The criteria should guide observation, not act as a rigid checklist that rewards only the biggest, fastest or most confident players.

1 PURPOSE

Use the criteria to make player identification more consistent across coaches, teams and age groups. They help define the behaviours your club values and reduce purely subjective selection.

- Align criteria with the club's playing philosophy and development priorities.
- Review criteria periodically as players and programmes evolve.

2 WHEN TO USE IT

Refer to the criteria before scouting, during trials, when reviewing existing players and when discussing recruitment decisions with other coaches.

- Use them as a reference rather than trying to score every behaviour in every observation.
- Apply age-appropriate expectations.

3 HOW TO USE THE FORM

Consider each area - technical, tactical, physical, psychological and social - and look for observable evidence. Use the scale to describe current behaviour rather than labelling the player permanently.

- Take account of position and role.
- Separate current performance from possible future potential.

4 WHAT TO LOOK FOR

Technical quality matters, but so do scanning, decisions, adaptability, movement, resilience, coachability and the ability to contribute to the team.

- Be alert to maturation differences that can create temporary physical advantages.
- Look for qualities that may become more valuable as the game becomes faster and more complex.

5 WHAT TO DO NEXT

Use the criteria to support discussion between staff. If coaches disagree, return to observable examples rather than arguing from general impressions. Adjust criteria if they are repeatedly producing decisions that do not match the club's development aims.

- Keep examples of what each rating level looks like in your environment.
- Train staff to apply the criteria consistently.

COACH TIP

Criteria should improve consistency, not remove judgement. The strongest process combines clear standards with informed coaching judgement and repeated observation over time.

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Player Monitoring Report

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WHY THIS RESOURCE MATTERS

The Player Monitoring Report turns talent identification into an ongoing process. It allows coaches to track whether a player is progressing, plateauing or changing over time instead of treating one scouting or trial decision as final.

1 PURPOSE

Use the report to compare a player's development across a defined period and to record evidence of progress in key areas.

- Track strengths as well as areas requiring attention.
- Use previous reports as reference points rather than starting from memory.

2 WHEN TO USE IT

Use at regular review points - for example during development blocks, after a trial period, following several observations or before squad decisions.

- The interval should be long enough for meaningful change to occur.
- Avoid overreacting to one poor match or one excellent performance.

3 HOW TO USE THE FORM

Rate current performance using the same standards each time. Add observation notes that explain why a rating has changed or remained the same.

- Record the monitoring period and observer clearly.
- Focus on trends rather than tiny differences in scores.

4 WHAT TO LOOK FOR

Look for improved consistency, better decisions, stronger habits, increased confidence, more effective movement and the ability to apply coaching in competitive situations.

- Consider changes in role, level of opposition, growth and maturation.
- Distinguish between genuine development and short-term form.

5 WHAT TO DO NEXT

Turn the monitoring information into one or two clear development priorities and decide when the player should be reviewed again. Where appropriate, share suitable feedback with the player and relevant staff.

- Keep goals specific enough to observe in training or matches.
- Use the next report to assess whether agreed actions had an effect.

COACH TIP

Monitoring is most useful when the same language and criteria are used repeatedly. That makes the document a development record rather than a collection of unrelated opinions.

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Recruitment Recommendation Form

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WHY THIS RESOURCE MATTERS

The Recruitment Recommendation Form brings the evidence together and records the final recommendation. It should show why a player is being recommended, what role they may fill and what further action is required before a decision is confirmed.

1 PURPOSE

Use the form to convert scouting, trial and monitoring information into a clear recruitment recommendation that other decision makers can understand.

- Summarise the strongest evidence rather than repeating every observation.
- Identify both potential value and any concerns that need further review.

2 WHEN TO USE IT

Complete the form when enough evidence has been gathered to make a recommendation or when a recruitment meeting requires a documented view of the player.

- Do not use it as a substitute for observation.
- If evidence is limited, recommend further monitoring rather than forcing a yes/no decision.

3 HOW TO USE THE FORM

State the player's likely position or role, summarise key strengths, note development needs and record the recommended action. Make the reasoning clear enough for another coach to understand without being present at the observation.

- Link recommendations to the needs and level of the squad.
- Avoid vague statements such as "good player" without supporting detail.

4 WHAT TO LOOK FOR

Consider whether the player adds a quality the team needs, can compete at the required level and has realistic development potential within the club environment.

- Consider duplication within the squad as well as individual quality.
- Include character and coachability only where based on observed behaviour.

5 WHAT TO DO NEXT

Record the agreed action - recruit, trial, monitor, seek another opinion or decline. Where a player progresses, make sure the relevant staff understand the evidence and any identified development priorities.

- Keep recruitment decisions documented and confidential.
- Review whether past recommendations proved accurate to improve future identification.

COACH TIP

The recommendation should answer three questions: What has the player shown? Why could that matter to our team or programme? What is the next action we are recommending?

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