Talent Identification Criteria

TALENT IDENTIFICATION & RECRUITMENT

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IDENTIFY | ASSESS | DEVELOP

PURPOSE

Use this guide to support consistent, age-appropriate player observation. Ratings should be based on repeated behaviours, the player's role, stage of development and the context in which they are observed.

1 TECHNICAL - QUALITY AND CONSISTENCY OF BALL ACTIONS

- First touch creates next action
- Pass selection and execution
- Ability to receive under pressure
- Dribbling / 1v1 solutions
- Finishing or final action
- Use of both feet where appropriate

Observe behaviour over time: Emerging | Inconsistent | Competent | Strong | Standout

2 TACTICAL - UNDERSTANDING AND DECISION MAKING

- Scanning and awareness
- Positioning relative to ball/team/opponent
- Recognises space and pressure
- Speed and quality of decisions
- Movement off the ball
- Adapts to changing game situations

Observe behaviour over time: Emerging | Inconsistent | Competent | Strong | Standout

3 PHYSICAL - MOVEMENT QUALITIES WITHIN AGE/STAGE

- Acceleration and speed
- Agility and change of direction
- Balance and coordination
- Repeated effort / endurance
- Strength relative to stage of maturation
- Ability to cope with game intensity

Observe behaviour over time: Emerging | Inconsistent | Competent | Strong | Standout

4 PSYCHOLOGICAL - BEHAVIOURS THAT SUPPORT DEVELOPMENT

- Response to mistakes
- Confidence to attempt solutions
- Concentration and persistence
- Competitive attitude
- Coachability / willingness to learn
- Emotional control

Observe behaviour over time: Emerging | Inconsistent | Competent | Strong | Standout

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5 SOCIAL - INTERACTION WITHIN THE TEAM ENVIRONMENT

- Communication with teammates
- Respect for players and staff
- Teamwork and selflessness
- Leadership behaviours
- Ability to integrate
- Positive contribution to group culture

Observe behaviour over time: Emerging | Inconsistent | Competent | Strong | Standout

6 KEY IDENTIFICATION PRINCIPLES

- Avoid judging on physical maturity alone.
- Compare players within relevant position and game context.
- Use more than one observation wherever possible.
- Record evidence of behaviours, not just impressions.
- Look for development potential as well as current performance.
- Account for age, maturation, confidence and opportunity.

TFE Club Hub resources are provided as general club-development guidance. Talent identification should be age-appropriate, evidence-based and consistent with your club policies, safeguarding procedures and equal-opportunity principles.