Banish Kumar
Ph.D. Research Scholar,
Department of Physical
Education, Panjab University,
Chandigarh, India

Talent Identification and Development

Banish Kumar

Abstract
Talent identification and its development has become an important area of research in sports. In performance sports, due to rapidly increasing participation and performance density, only persons who have talent stand a chance of winning a medal in an international completion. Experience has also shown that talent alone is no guarantee for winning a medal. Talent has to be coupled with hard and rigorous training spread over several years. But it is talent which ultimately determines the maximum limit to which sports performance can be improved through training.

Keywords: talent, training, chronological, prognosis.

1. Introduction

Sports talent is the sum total of pre-requisites (and possibilities of their development) possessed by a person which will enable him to achieve high performance in a sport in future. The pre-requisites include motor abilities, technical skills, tactical efficiency, physique, personality traits, motives, interests etc. Sports talent is a product of heredity ad environment. But a person must be endowed with basic minimum of biological potential only then it can be developed through training and other environmental factors to a level needed in performance sports. According to Astrand and Rodahl (1986) [1] "genetic factors probably play a major role in a person's performance capacity, at least for those persons aspiring to the levels required for the attainment of Olympic medals. The individual's response to training is also associated with an endowed genotype". According to them about 70% of an individual's maximal force, power or capacity is a matter of genetical factors. Based on the present knowledge gained from actual practice and sports science disciplines the following principles of talent identification and development are presented: -

1. Starting point is the structure of future performance

Talent identification and development is a future oriented process. The aim is to find and develop talent for high performance several years ahead in the future. Therefore one has to look for those performance factors or performance capacity which will enable the sportsperson to achieve this performance. The proper implementation of this principle involves tackling of the following tasks: -
  a) Prognosis of sports performance in sports at a fixed time in the future.
  b) Determination of the structure of prognostic performance.
  c) Determination of the performance capacity and its structure essential to achieve prognostic performance.

On the basis of the performance capacity and its structure demand profiles should be prepared for the different stages of training. The demand profiles serve as the base for talent identification and its development.

2. It is a long term Process

Sports talent is a product of heredity and environment. Heredity unfolds itself with the passage of time and is also affected by environment including physical activity. In high performance sports children are normally considered for talent identification. These children are growing and maturing in a certain environment growth produces changes in physique, capacities, abilities, personality traits, interests, attitudes etc. Younger the children the faster are he changes. Therefore it is very difficult to judge the final outcome or sports talent.

Correspondence
Banish Kumar
Ph.D. Research Scholar,
Department of Physical
Education, Panjab University,
Chandigarh, India

Moreover, through systematic training growth and development processes can be significantly affected. It is now generally believed that by about 13-14 years of age sports talents can b judged fairly accurately. But it is not advisable to wait till this age and then start sports training as the most crucial periods of growth and development are before the onset of puberty. The process of talent identification and its development therefore must begin in early childhood. It should be spread over a number of years and sports training should aim at maximal exploitation of growth and development especially motor development, for optimum development of talent.

3. A wide range of factors must be considered
Sports performance is the product of total personality of the sport person. Hence when trying to spot talent the effort should not be limited to only physical fitness, technical skill, tactical efficiency an physique. One must consider all factors which directly or indirectly determine for influence performance, performance capacity and sports training, it is very important to give due weightage to those qualities and factors which will enable the child to undergo hared and systematic training for several years. Some of the important factors to be considered for talent identification are given below: -

a) Age (chronological and biological).
b) Performance and training state (present and past)
c) Nature and duration to training in the past.
d) Motivation, interest an attitude of the child and his parents
e) Health
f) Socio-economical and living conditions.
g) School/college results.

4. It should become progressively more specific
In the initial stages o training talent identification should be general in nature. With the passage of time and also due to regular sports training the sports talent assumes its final shape and shows itself in the form of excellence in a sports or event. Therefore, the effort to spot talent for a specific sport or even should be made at a later stage.

It is also very important that the effort to develop talent in the initial stages should be through general means. It should gradually become more specific with the passage of time and improvement in performance. From the view point of motor development also it sis harmful to go for early specialization. It has also been observed that early specialization in a sport is not fruitful and it leads to the problem of drop outs

It is advisable to link talent identification and development with the train stages. The first step of talent identification should aim at finding children who have the potential to successfully undergo training of first stage. Similarly second step should aim at finding suitable children for the second stage of training this experience is based on the affect that the structure of performance in sports undergoes change with the growth and improvement in performance.

5. Less trainable factors should weightage be given more
Sports performance is determined by a complex of factors. Some of these factors like strength, endurance etc., can be improve to a considerable extent through training. Some factors, however, are very less trainable i.e., are largely genetically determined. Most important among the less trainable factors are physique, height, speed, play ability, temperament etc.

While identifying talent in children less trainable factors should be given more weightage. Some of these factors can be easily determined or assessed e.g., speed. The physique of the child can also be easily determined by using anthropometric measurements. Experienced coaches can quite accurately judge the type of physique by visual observation only.

6. Talent indicators should be considered
Sports talents find full expression in sport and physical activities and also develop as a result of these. Therefore, the assessment of talent must be based bon performance in sports and physical activities. Sports science disciplines should be used to provide additional information about the individual components of performance. While assessing talent on the basis of performance in sports the following aspects of performance called talent indicators, should be considered:-

a) Performance level
b) Rate of increase in performance
c) Performance stability
d) Ability to increase performance in a series of competitions
e) Ability to tolerate load.

Discussion
No system of talent identification and development can be fool proof. This is so because talent identification is basically a process of prediction of a child's performance in the future. During the period of growth and development so many things can happen over which we can have no control in order to overcome this problem it is essential that a large population of children is selected for the first stage of training. The larger the population the higher is the probability that some of the selected children will reach international level when they grow up (theory of probability).

References
1. Astrand, P.O. (1986). Rodahl, K: Textbook of *work physiology*. McGraw Hill Inc.
2. Singh, H. (1984). *Sports training General theory and Methods*. NSNIS, Patiala.
3. Singh, H. (1991). *Science of Sports Training* New Delhi: D.V.S publication, (317-324). Bargolai Gaon Panchayat area has been shown in the following table 1.1, during the year 2008-2011.