



Confédération
Européenne de
Volleyball



Zadar, Croatia

26 - 28 September 2025

CEV Coaches Convention



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Cultivating Decision-Making, Resilience, and Growth in Volleyball – The Learning Paradigm



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NATKE



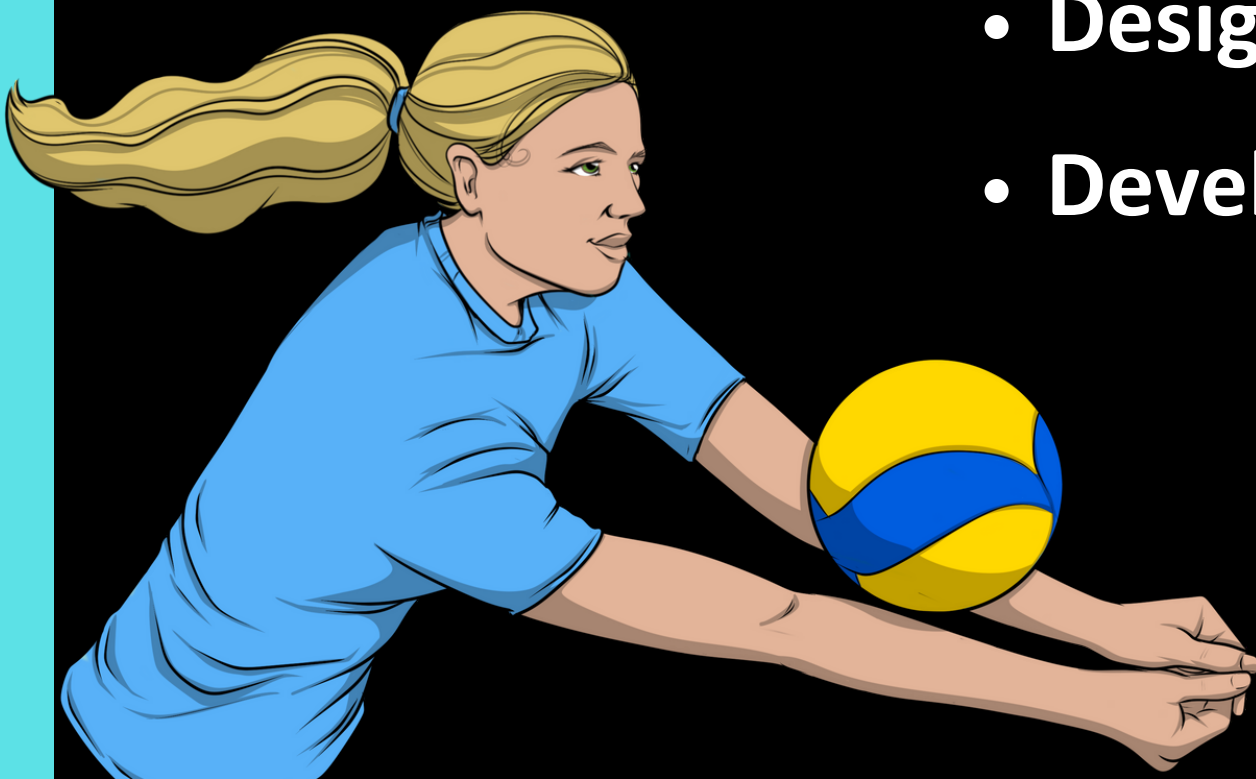
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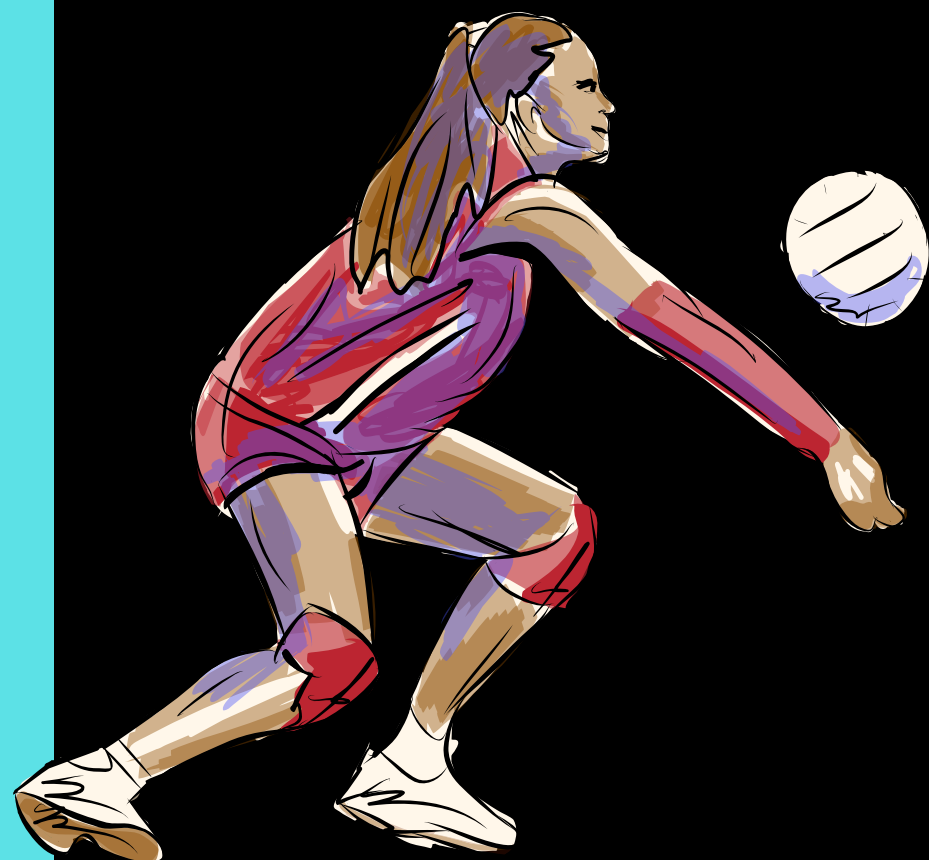
Learning Objectives:

- Solid Ground: Why Fundamentals Come Before Fantasy
- Reframe Volleyball Training
- Personality & Performance Insights
- Visual & Kinesthetic Learning Techniques
- Empowering Autonomous Play & Self-Analysis
- Design Adaptive & Scalable Drills
- Develop Tactical & Emotional Awareness



Solid Ground: Why Fundamentals Come Before Fantasy

- Master the basics to build a strong foundation
- Technical fluency creates confidence in game situations
- Fundamentals ensure reliable performance under pressure
- Developing consistent technique reduces errors
- Foundation skills are the building blocks for advanced play
- Proper footwork, passing, and positioning are critical
- Without solid fundamentals, tactics and creativity struggle
- Focus on quality drills to ingrain core skills
- Long-term success depends on mastering the basics first
- Elevate your game by strengthening your "solid ground"



Reframe Volleyball Training: Shift focus from basic technique to developing adaptive thinking, quick decision-making, and mental toughness in serve receive and defense situations.

- Prioritize adaptive thinking over rote technique
- Focus on quick decision-making under pressure
- Cultivate mental toughness and resilience
- Develop game-awareness in serve receive and defense
- Encourage strategic reading of opponents' plays
- Build confidence in reacting to unpredictable scenarios
- Shift from mechanical drills to problem-solving exercises
- Enhance the brain's role in successful performance



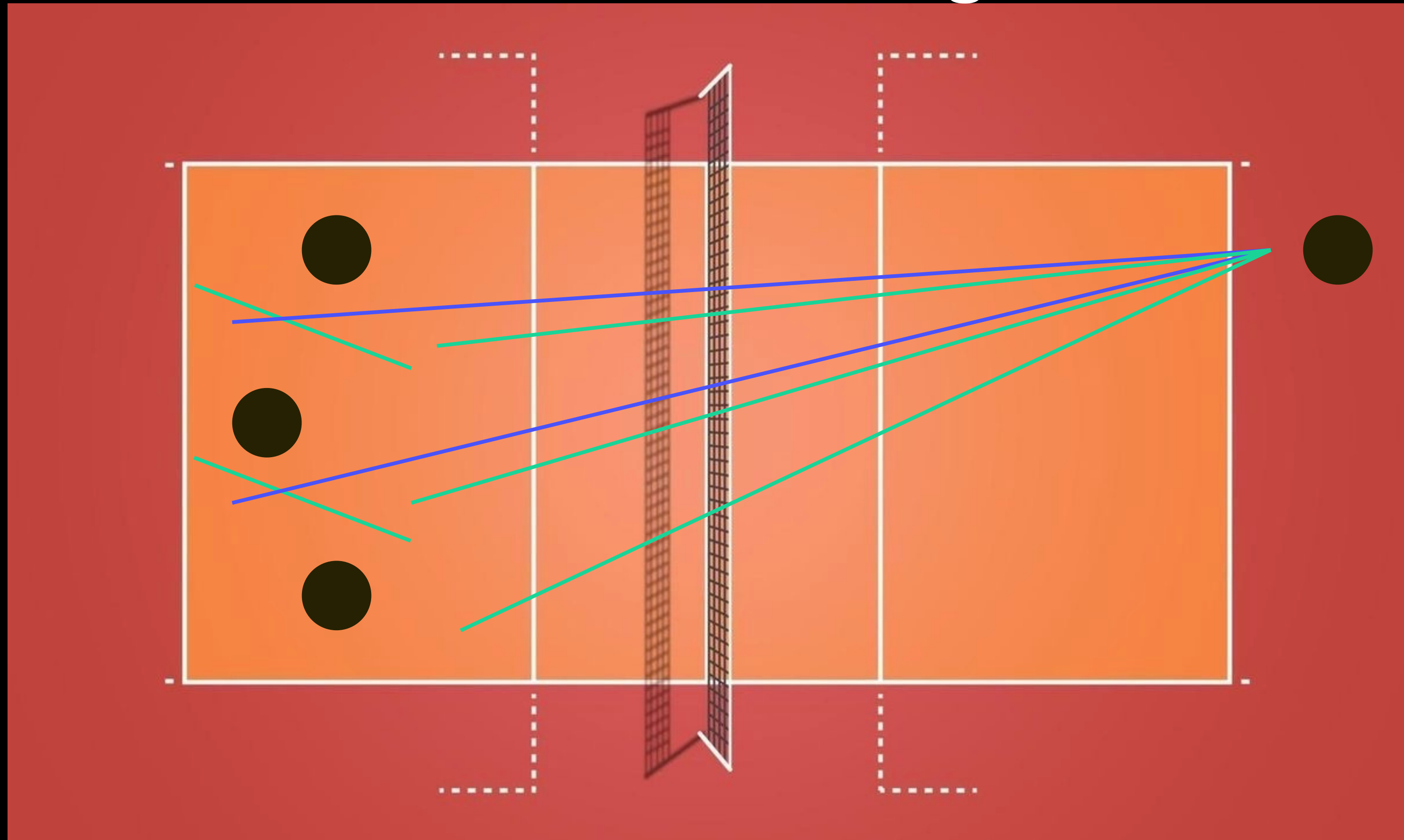
SERVE - RECEIVE

Questions your passers should answer before the ball crosses the net:

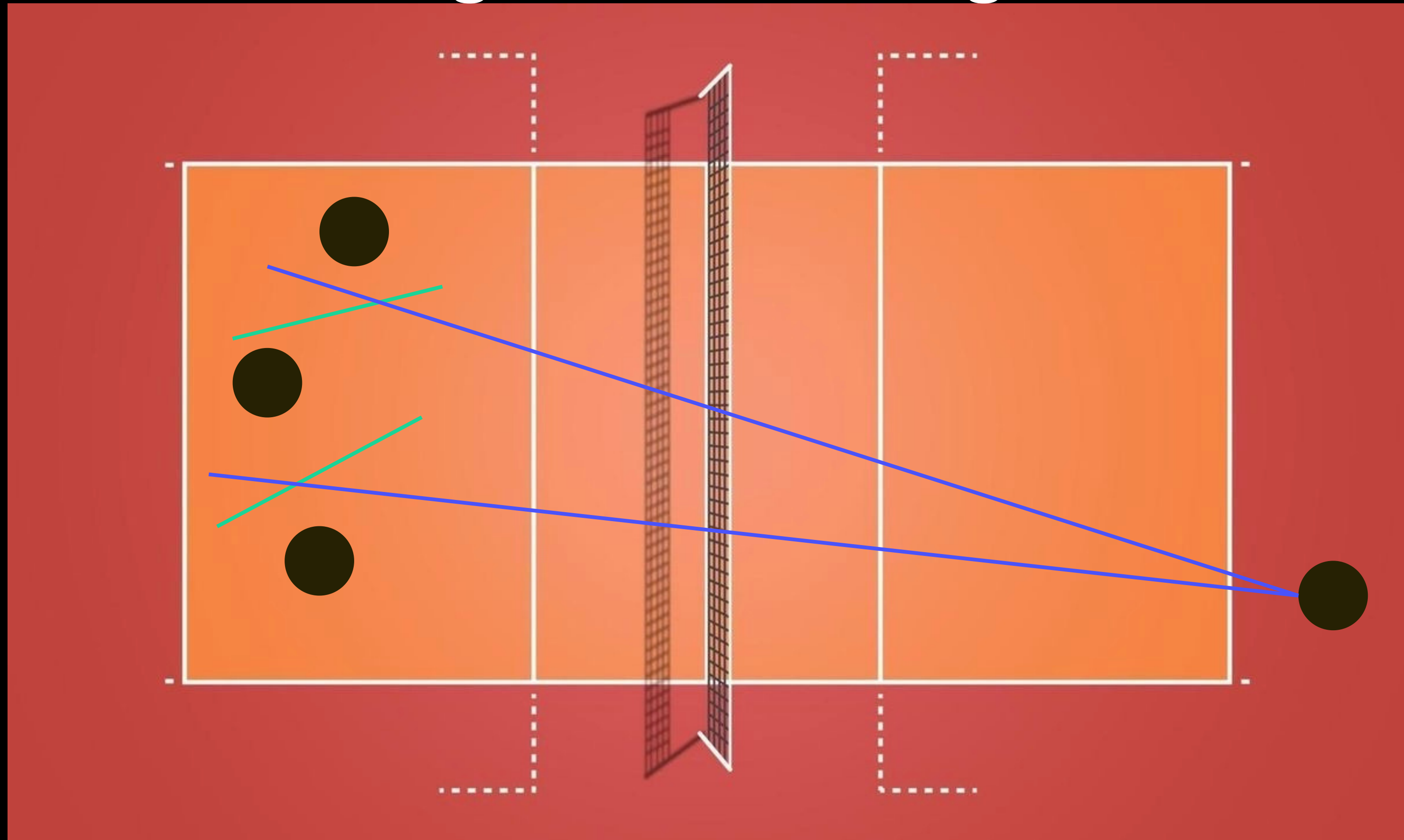
- Who is going to serve?
- Where are they serving from? Zone? Side of the court?
- What is the type of serve they are going to use?
- How strong is the ball coming?
- Who is going to pass it?



Left Seam Passing

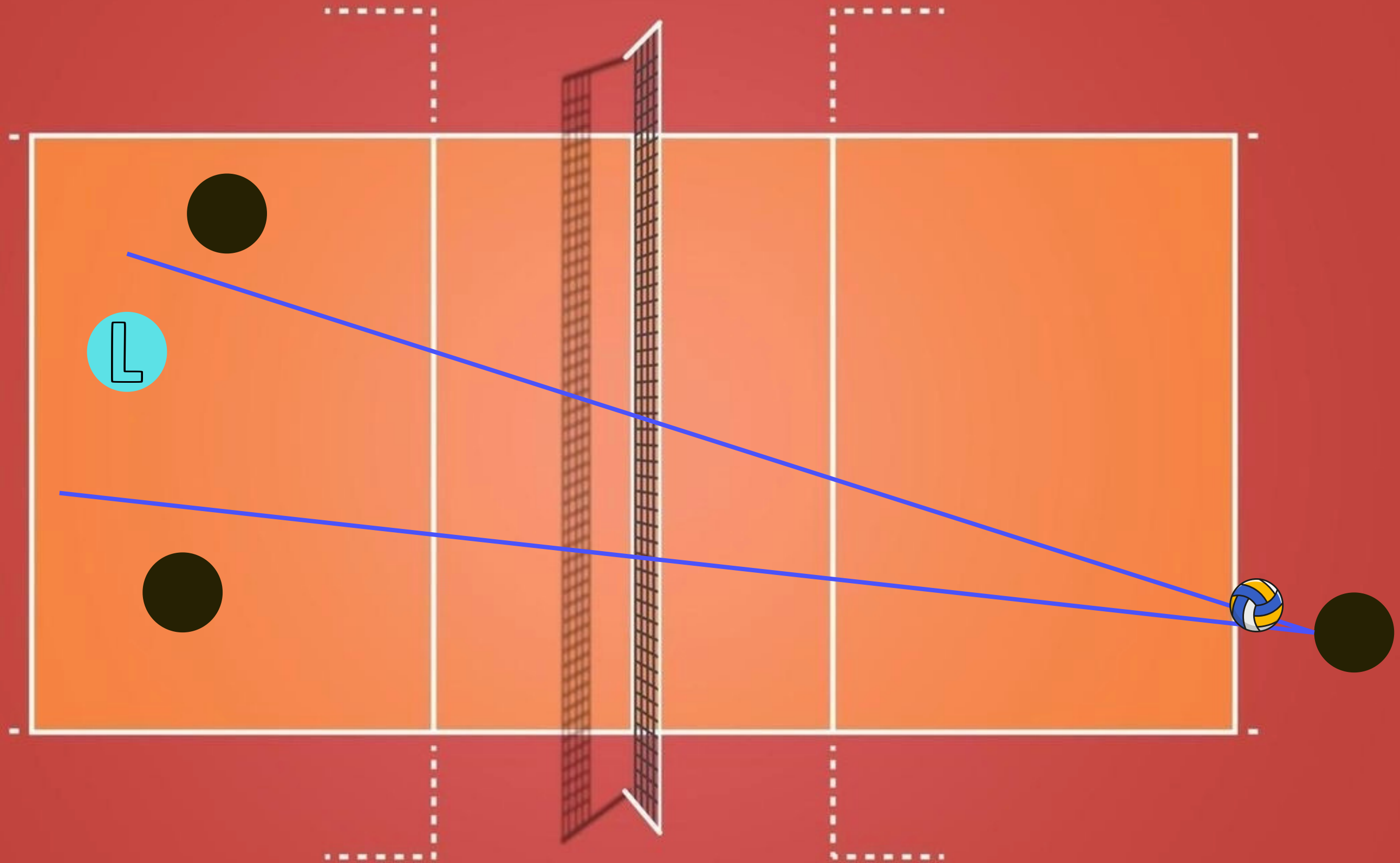


Right Seam Passing

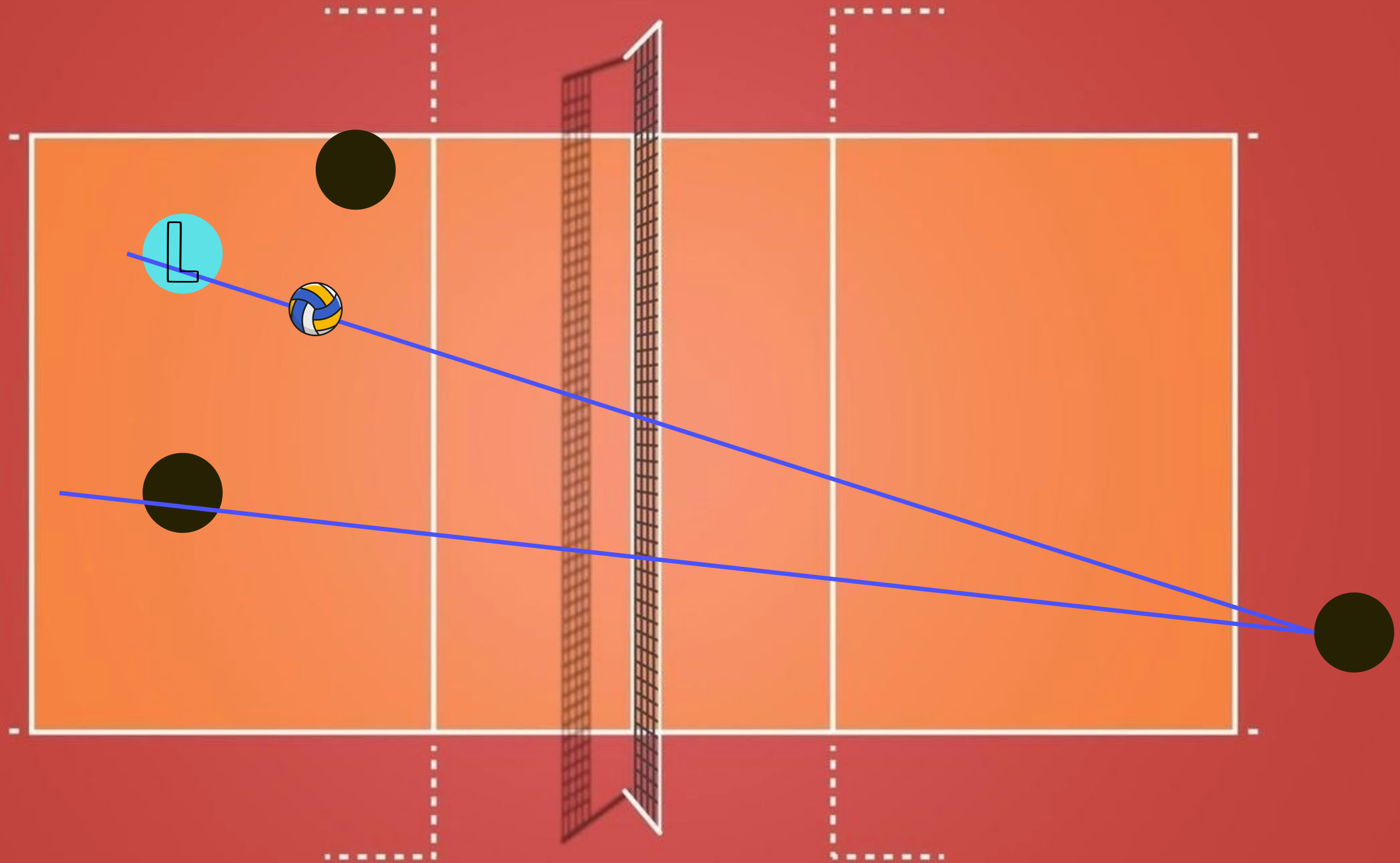


CEV

Hiding Left Side (Outside Hitter)



Hiding Left Side (Outside Hitter)



UNDERSTANDING the SURFACE of the PLATFORM



PASSING: platform



ARMS OVER FOOTWORK

PASSING DEEP BALLS: opening step



Personality & Performance Insights: Incorporate psychological assessments to better understand individual player tendencies.

- Use assessments like DISC to identify each player's behavioral tendencies
- Tailor coaching strategies based on individual personality traits
- Improve serve receive techniques by understanding players' decision-making styles
- Enhance defensive roles by recognizing how players support and react under pressure
- Foster better communication and teamwork through personality awareness
- Promote self-awareness to boost confidence and mental resilience on the court



The DISC personality assessment tool designed to help individuals understand their behavioral tendencies and communication styles.

- **Dominance (D):** Results-oriented, assertive, and confident. Players with high D tend to be direct, competitive, and thrive under pressure.
- **Influence (I):** Sociable, enthusiastic, and persuasive. These players are energetic, motivators, and excel in teamwork and communication.
- **Steadiness (S):** Calm, dependable, and patient. S-types are consistent, loyal, and excel in supporting roles like defense and playmaking.
- **Conscientiousness (C):** Precise, analytical, and detail-oriented. C-type players are meticulous, disciplined, and excel in technical skills and strategic planning.



How to Use DISC Insights to Create Effective Drills

1. For Dominance (D) Players

Focus: Challenge them with quick decision-making tasks.

Drill Example:

Small-sided fast-paced rally where they must choose whether to set, attack, or defend within milliseconds.

Why: Satisfies their competitive nature while developing tactical flexibility.

2. For Influence (I) Players

Focus: Incorporate social, team-based scenarios and positive reinforcement.

Drill Example:

Team relay drills with encouragement and celebration after each successful pass or dig.

Why: Engages their enthusiasm and boosts confidence through social interaction and recognition.

How to Use DISC Insights to Create Effective Drills

3. For Steadiness (S) Players

Focus: Build comfort and consistency with foundational skills, emphasizing support and reliable reactions.

Drill Example:

Repetitive passing drills focusing on perfecting technique and maintaining calm under pressure.

Why: Reinforces stability and confidence in their role, especially in serve receive and defensive support.

4. For Conscientiousness (C) Players

Focus: Use detailed, technical drills and video analysis to improve precision.

Drill Example:

Video review followed by drills targeting specific movement patterns or reaction times based on the analysis.

Why: Satisfies their desire for accuracy and enhances technical mastery.

Where and How to Use This Knowledge

- **During Practice Planning:**
 - Design different drills tailored to each DISC type to maximize engagement and growth.
- **In-match Adjustments:**
 - Substituting players or shifting roles based on their strengths can optimize team performance.
- **Communication & Feedback:**
 - Deliver coaching cues in ways that resonate with each personality type—for example, direct instructions for D types, supportive words for S types, detailed feedback for C types, and enthusiastic encouragement for I types.
- **Building Team Cohesion:**
 - Assign roles and responsibilities that suit personalities, e.g., a leader (D), motivator (I), steady supporter (S), or detailed strategist (C).

Visual & Kinesthetic Learning Techniques: Apply visual cues and video analysis to improve reading, positioning, and reaction in serve receive and defensive plays.

- Use visual cues like markers, cones, and tape to highlight proper positioning
- Incorporate video analysis for players to review and learn from their own plays
- Design tactile drills—such as using heavy balls or resistance bands—to enhance muscle memory and body awareness
- Split players into groups for targeted practice on reading opponents' serves and attacking plays
- Combine visual and kinesthetic feedback to improve reaction times and court awareness in serve receive and defense (Shadow Drills with Visual Cues)
- Use slow-motion footage to analyze technique and identify areas for improvement
- Encourage players to visualize plays before executing to strengthen mental read reactions
- Implement multi-sensory training to develop better decision-making and movement efficiency (Combine auditory cues (e.g., whistle or verbal commands) with visual signals (like hand signals))

Empowering Autonomous Play & Self-Analysis

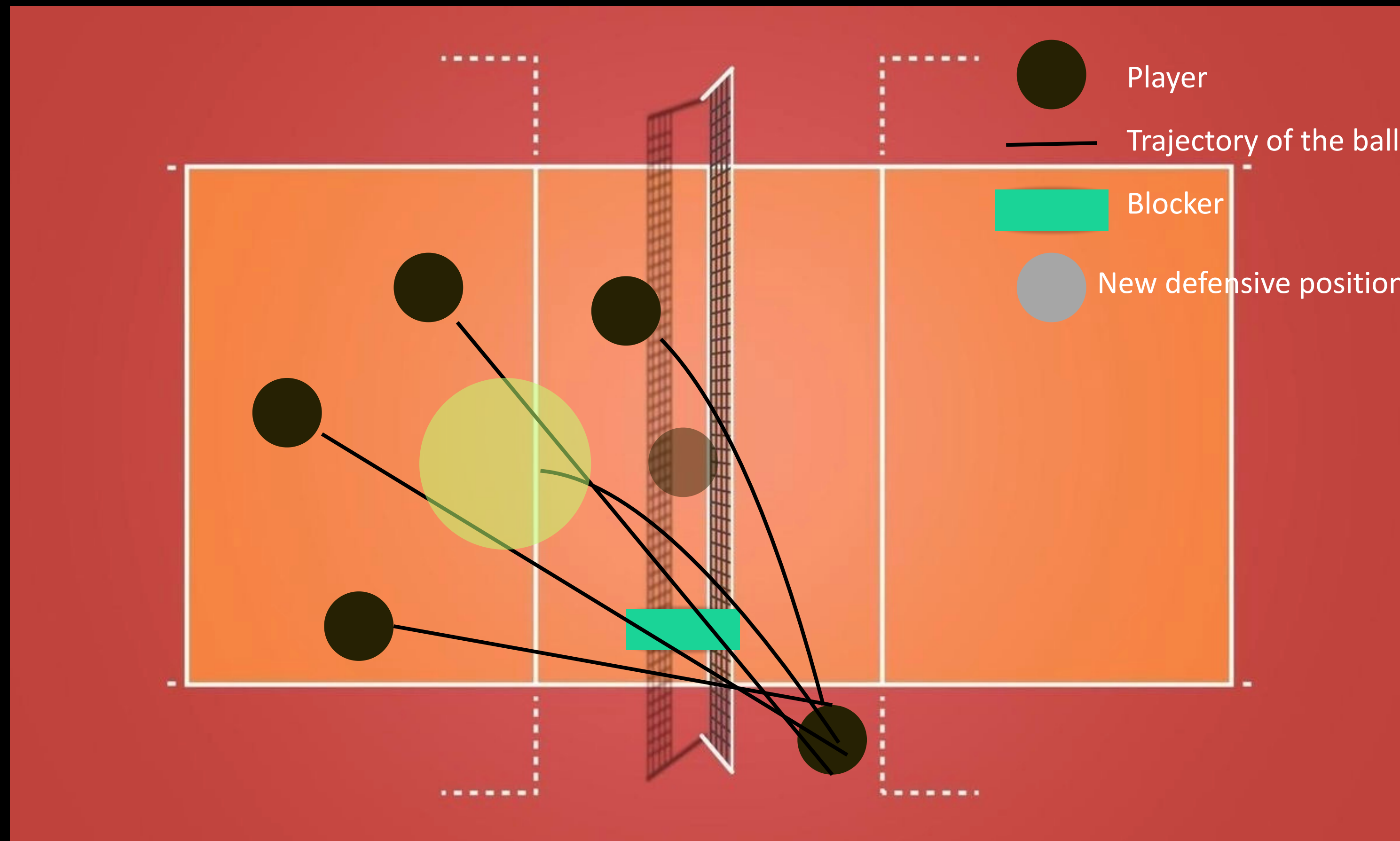
- Teach players to assess their own serve receive and defense during drills
- Encourage regular self-reflection after each play or rally
- Use guiding questions: What did I do well? What can I improve? What's one adjustment I can make next time?
- Promote the use of video review to analyze movements and decisions
- Foster a growth mindset by emphasizing learning from mistakes, not just perfect execution
- Develop routines for players to identify strengths and areas for improvement independently
- Encourage players to trust their instincts and make proactive adjustments during the game
- Create a culture where players are responsible for their own progress and confidence growth



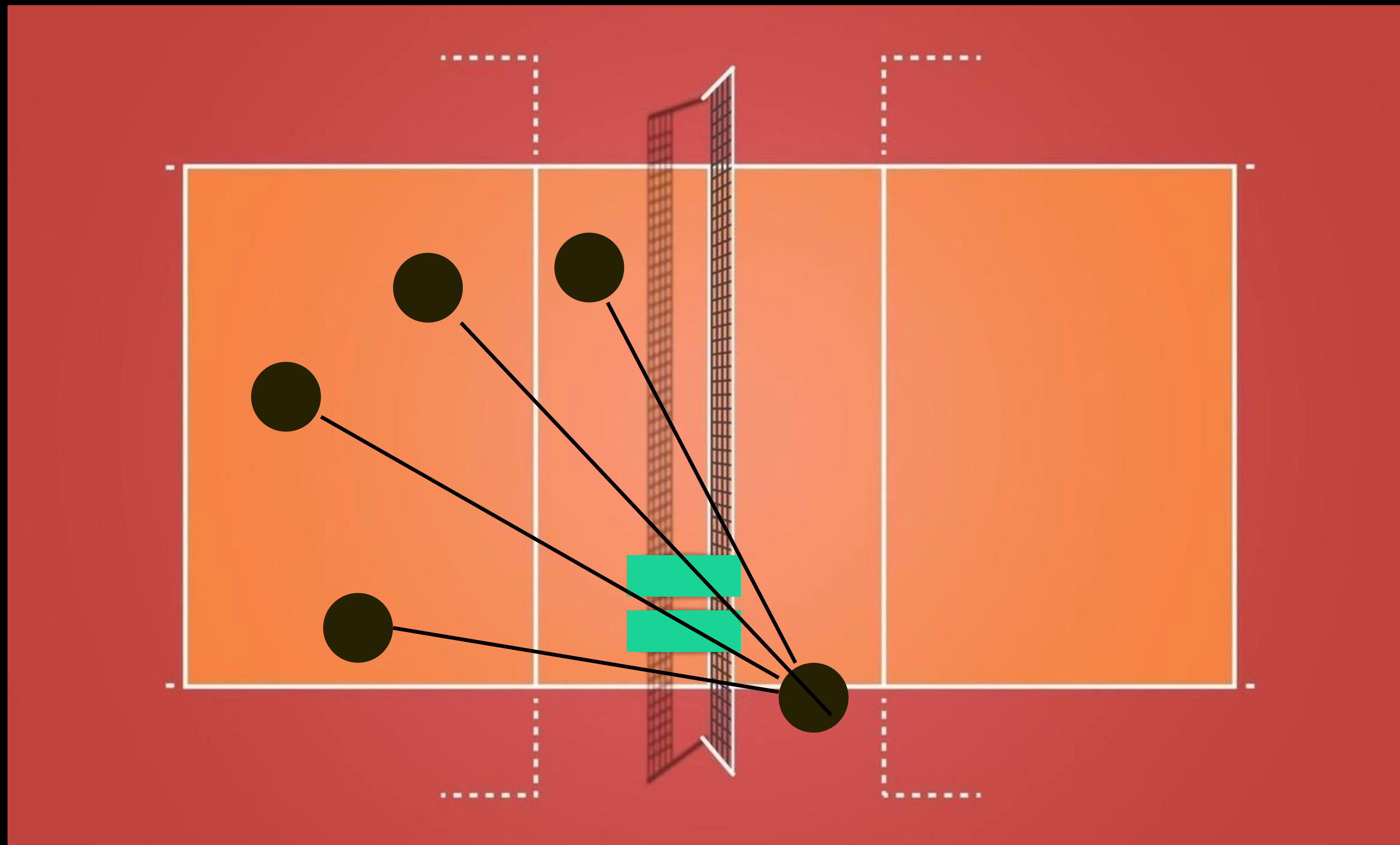
Develop Tactical & Emotional Awareness

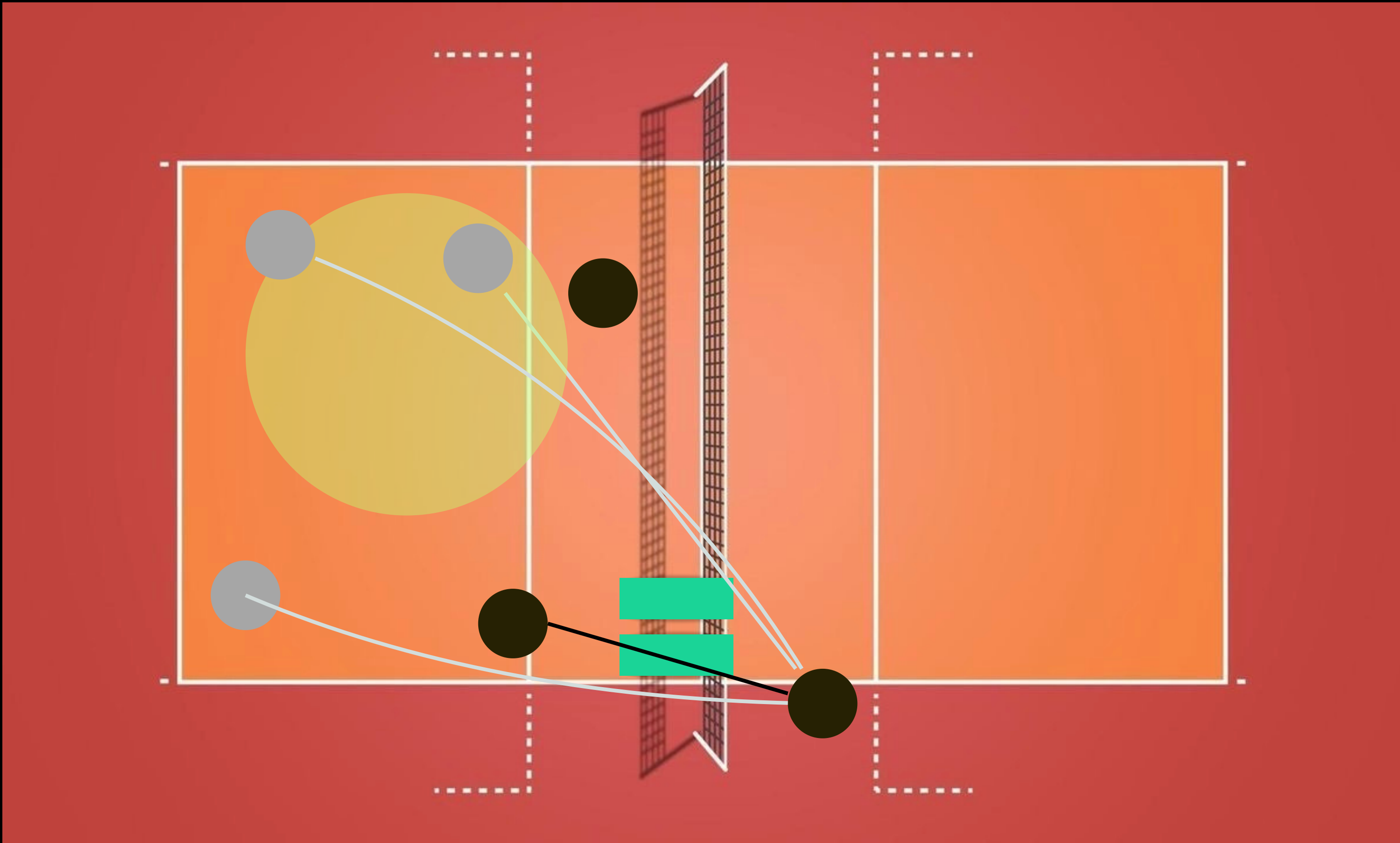
- Teach players to analyze opponents' serve patterns and attack tendencies
- Foster the ability to read the game and anticipate plays in real-time
- Encourage making smart, confident decisions even when under high pressure
- Incorporate drills that simulate game stress to build mental resilience
- Use video analysis to recognize opponent tendencies and reinforce strategic responses
- Develop routines for players to stay focused, calm, and adaptable during critical moments
- Promote understanding that emotional control enhances technical execution and decision-making
- Cultivate resilience through mental training, enabling players to recover quickly from mistakes





Discipline beats Talant







THANK YOU

Q & A



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