

SALEM CITY FC

Individual Development Plan

A player development framework built on leading European methodology

About this plan

This Individual Development Plan brings together the frameworks used across elite European player development. It is built on the Four Corner holistic model used by the English Football Association, the principles of Tactical Periodization developed by Vítor Frade, the Dutch TIPS profile of Technique, Insight, Personality and Speed, the ball mastery emphasis of the Coerver approach, and the decision making and game intelligence focus of leading German and Spanish academies.

The aim is a single living document that profiles the player across every dimension of the game, sets clear and measurable objectives, and gives the player genuine ownership of their own development journey. Revisit the ratings, objectives and actions at every review point so the plan evolves with the player across a season and across the long term.

1. Player profile

Player name	John Doe		
Date of birth	MM/DD/YYYY	Age group	U14
Primary position	N/A	Preferred foot	N/A
Secondary positions	N/A		
Squad	U 14 (SAMPLE)	Registration	N/A
Plan start date	Sunday July 26	Next review date	09/06/2026
Lead coach	William Lennie		

2. Player identity and superstrengths

Every elite player is defined by a small number of standout qualities. Capture what makes this player different and the qualities to protect and amplify.

Player profile in one line	John Doe is a well-mannered, hard-working player with a number of skills that are above the level required for his age group.
Superstrengths (two or three)	John Doe's super strengths are his ball mastery and close control, with a number of effective skill moves he uses to beat defenders with good timing, combined with his speed and agility on the ball.

3. Holistic assessment

Rate the player across the four corners of the game. Rate against the level required for the age group and the standard of competition, not against the rest of the squad. Use the scale below.

Score	Level	Meaning
1	Developing	Well below the level required. A clear area for focused work.
2	Emerging	Approaching the level required, with visible progress still needed.
3	Competent	At the level expected for the age group and the standard of competition.
4	Strong	Above the level. A relative strength of the player.
5	Excellent	A clear superstrength, well above the level required.

4.1 Technical

Competency	Now	Target	Evidence and comments
First touch and ball control under pressure	3	4	Comfortable in tight spaces with the ball at his feet, but can look rushed and lack composure when first receiving under pressure.
Ball mastery and close control	5	5	A real strength; has developed an excellent relationship with the ball and uses this mastery to his advantage.
Passing range and weight of pass	4	5	Good passer over short to medium range and can dictate the right pace of pass for the situation.
Receiving on the half turn and body shape	3	4	Linked to composure on the ball - continue to improve receiving under pressure to set up his next action quicker.
Striking the ball and finishing	4	5	Good ball striking ability for his age.
Dribbling and ball carrying	5	5	A standout strength - a number of effective skill moves, executed

Competency	Now	Target	Evidence and comments
			with great timing to beat defenders.
Use of the weaker foot	3	4	Standard development area to continue building both-footed ability.
Defending technique: tackling, intercepting, heading	3	4	Age-appropriate; not the focus of his game but worth continuing to develop.

4.2 Tactical

Competency	Now	Target	Evidence and comments
Game understanding and reading of play	3	4	Good in general; continues to develop his picture of the game.
Decision making and speed of decision	3	4	Makes good decisions in general, but can sometimes hold onto the ball too long when there's an option to progress play.
Positioning in possession and creating space	4	5	Good ability to find and use space to his advantage in possession.
Positioning out of possession and defensive shape	3	4	Age-appropriate; not a current focus area.
Scanning and awareness before receiving	2	3	Scans in the moments just before receiving, but needs to scan more when further away from the ball; would make him less reactive and more proactive.

4.3 Physical

Competency	Now	Target	Evidence and comments
Acceleration and top speed	4	5	Great speed that allows him to glide past players - a clear strength.
Agility, balance and coordination	4	5	Very good agility despite being a growing lad; continue to monitor through growth.
Strength and physical duels	3	4	Age-appropriate; will continue to develop as he matures physically.
Endurance and repeated high intensity work	4	4	Hard working and consistent throughout sessions.
Recovery between efforts and across matches	3	4	In line with age group expectations.
Robustness and resilience to injury	3	4	Keep monitoring given his current growth.
Movement quality and running mechanics	4	5	Moves well; combines with speed and agility to good effect.

4.4 Psychological and social

Competency	Now	Target	Evidence and comments
Competitiveness and winning mentality	4	5	Hard working with a good mentality.
Concentration and focus across a full match	4	4	In line with age group expectations.
Resilience and response to setbacks	4	4	In line with age group expectations.
Confidence and composure under pressure	3	4	Can look a little rushed and lack composure when receiving in tight spaces under pressure.
Coachability and openness to feedback	4	4	Well mannered and coachable.

Competency	Now	Target	Evidence and comments
Leadership and influence on team mates	3	4	In line with age group expectations.
Communication on and off the pitch	4	4	Well mannered, good communicator.
Relationships within the group and respect for staff	4	5	Well mannered player who is well regarded within the group.

5. Strengths and priority development areas

Summarise the assessment into strengths to build on and a focused set of priorities. Keep priorities to three or four so the work stays sharp.

Top strengths to protect and amplify

1. Ball mastery, close control and skill moves to beat defenders

2. Speed and agility on the ball

3. Passing range and ball striking

Priority development areas for this cycle

1. Scanning further away from the ball, not just in the moments before receiving

2. Composure and speed of action when receiving in tight spaces under pressure

3. Decision making - progressing the ball rather than holding on too long

4. Adding end product in the final third once past a defender

6. Individual development objectives

Every objective should be Specific, Measurable, Achievable, Relevant and Time bound. Tie each objective to a priority area and a corner of the model. Corner can be Technical, Tactical, Physical or Psych and Social.

Short term (this training block, four to six weeks)

Objective (Specific and Measurable)	Corner	Actions and interventions	Success measure	Target date	Status
Improve scanning frequency away from the ball	Technical	build scanning cues/triggers into possession drills and SSGs, encouraging scans before the ball arrives, not just in the moment before receiving.	Scan count per possession in SSG .	09/06/2026	In Prog.
Improve composure when receiving in tight spaces under pressure	Technical	Rondo/possession practices with tighter time and space constraints; work on pre-scanning and body	Number of clean, composed first touches	09/06/2026	In Prog.

Objective (Specific and Measurable)	Corner	Actions and interventions	Success measure	Target date	Status
		shape before the ball arrives.	under pressure in small-sided games.		
Improve decision speed to progress the ball rather than over-holding	Technical	Continue to support John Doe in releasing the ball at the right moment. We don't want to stop his ability to dribble, just choose better moments to release	Monitor amount of times a wrong decision was made (carry or pass)	09/06/2026	In Prog.

7. Player voice and self-reflection

The player completes this section. Genuine ownership is one of the strongest drivers of development. Encourage honesty.

What are my biggest strengths?	To be completed with John Doe.
What do I most want to improve?	To be completed with John Doe.
What are my goals for this season?	To be completed with John Doe.
Where do I want to be in two years?	To be completed with John Doe.
How do I learn best?	To be completed with John Doe.
What support do I need from the staff?	To be completed with John Doe.

This plan is a shared commitment between the player and the coaching staff.

Player	Lead coach	Parent or guardian

<i>Signature and date</i>		<i>Signature and date (under eighteen)</i>
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13. Methodology in brief

A short reference to the frameworks behind this plan.

- **Four Corner Model (English Football Association).** Develops the whole player across four connected corners: technical and tactical, physical, psychological and social.
- **Tactical Periodization (Vitor Frade).** Organises training around the team model and the four moments of the game, with a weekly morphocycle that balances strength, endurance and speed around the match.
- **TIPS profile (Dutch model, associated with Ajax).** Profiles players on Technique, Insight, Personality and Speed.
- **Coerver Coaching.** Places ball mastery and individual technical mastery at the centre of development.
- **Decision making and game intelligence (leading German and Spanish academies).** Trains players to scan, read the game and choose the right action quickly within positional play.
- **Long term player development.** Treats progress as a multi year journey, with age appropriate priorities at each stage of the pathway.