

00:01:52.950 --> 00:02:05.370

INTERVIEWER

So the first question is do you feel the rating of the Academy you are currently working within influences your understanding and application of bio banding?

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Interviewee

OK, so the programs I would work within, the performance schools and then the national level program aren't necessarily rated by categories but certainly the standard that I work at is probably one of the highest standards in the country in Xxxx for sort of provisions and full-time staff. Because a lot of Academies Operating in Xxxx don't have full time staff so that certainly influences people's ability to understand and implement and actually carry out any sort of bio banding So I certainly feel that the level I'm able to operate is may be easier to get people onside and it's easier to help people to understand why it may be beneficial, and then ultimately it's easier to implement because you're working with people who it is their livelihood, and whereas to give you a recent experience we have been trying to set up projects using some clubs that don't have full time staff, it's very difficult to actually use it or implement it because they're hard to get hold of. You know they're out through the day working day jobs being joiners and what not, so I certainly feel yes that the level that I'm able to operate it at makes it easier to implement that sort of stuff than it does having worked further down the chain previously.

00:03:50.420 --> 00:03:58.600

INTERVIEWER

Yeah no, that's great. And just like kind of following on, do you think your role or your colleague's role influences your motivations were employed bio banding?

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Interviewee

Yeah, I mean my role within the sort of national teams and sort of national pathway is simply as a sports scientists and practitioner but I also lead on the physical preparation coach education stuff for both children and youth and adult. And so, It's something that we have built, and so as we've designed the coach education and we've designed the pathways and that we have sort of built sections in about bio banding about the sort of downside of chronological age groupings but also that. It's not all bad. You know we don't believe that bio banding is the silver bullet, it's not perfect, and it's not to say that you should be bio banding and you should not be like mixing them chronologically. And so yeah, I think my role. Yeah, it makes it. It makes it fairly easy for me to get people onside and also to sort of disseminate knowledge because I have different audiences, sort of academic side and applied side in both and coach education, but they're also working with coaches on pitch and yeah.

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INTERVIEWER

Yeah, so do you feel like maybe your academic background favours your understanding and influence to employ bio banding techniques within your institute and even go as far as to say influence your colleagues understanding?

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Interviewee

Definitely yeah, absolutely. I mean my PhD was sort of integrated within the Football Association. So even despite the fact that I have gotten academic background that's been applied at every stage, so I've sort of had the best of both worlds. And I, I think there's no question that my sort of understanding and experience of implementing bio banding. Well, I've got more experience of it. Certainly, than the sort of coaches that I've worked with and then and worked under. But then It's trying not to sort of force

those sorts of things on them, and trying to make it about a discussion over the merits of doing it, but also sort of suggesting why it's not perfect. And it's a balance, really.

00:06:24.060 --> 00:06:37.360

INTERVIEWER

Yeah, and so maybe do you know that your colleagues who say maybe don't have as much of an understanding? Do you feel it can be sometimes difficult to put bio banding across them and they may even be reluctant to getting on board with it?

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Interviewee

Yeah, It's a real mixed response, really. I mean some of the coaches I've worked with are like super receptive to stuff and they are keen to learn and they're so very open to knowing that they don't know everything and you know they want to experiment and be involved in researching. Certainly, when we have implemented it, there is a real mixed response and someone just saying you know, to sort of give you a quote of someone particularly famous i suppose in football said to me once the cream will always rise to the top regardless of how you group them. So that's one positive like he's got, you know decade more experience than I have, but then some others who are also pretty prominent in the game or are keen on it and they want to allow players longer to develop because they may be better at different things in different stages. And it's so yeah, It's almost like 2 opposites. There's just not very many that's it and the middle. You know they are either one way or completely, the other.

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INTERVIEWER

Yeah no, that's great, and so in terms of how you've applied the bio banding practice. Is there any way you'd like to apply practice differently?

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Interviewee

I remember when I worked at a club previously somebody basically put on a bio bindings tournament and it was quite early on, a good few years ago and went clubs in Xxxx where starting to pick up about what it was really and so when they said they were going to do one and. At the time I wasn't convinced by it. I thought it didn't tell me that much because. Maybe I suppose it told me more than I thought because coaches would subjectively say to me all the time. Like this guy just needs longer, he just needs a bit more time. He just can't impact the game because he's smaller. So then we would group them by biological age and then put him against players that were always on height and he was still poor. So it's like you've almost sort of exposed them and. So it's I think maybe. The issue I have with that was that was always plays with her already signed, so it's players who are already in the system, so we get them in then bio band them, and I think there's some merit in that, but to me it's maybe a better talent identification tool. Before you sign people. You know it's it's. I think sometimes it's like checking the egg, but it's the wrong way round. You know which one, do you do first, I see it most of the time It's when people are already there You know you collect data on players we've already got and that's from both a bio banding and perspective and a physiological sort of performance perspective. We test people that we've already committed to. Whereas to me bio banding might be better saying can we not do that first so we can see what that players like against players of their own biological age or of a different sort of chronological age? And how did they cope with being against someone who's bigger? How did they cope with being against only people who are the same size? Or all people that are bigger? So I think maybe doing it the other way round would probably be more wise

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INTERVIEWER

Yeah 'cause then I suppose it just gives you the larger picture of the individual athletes. Before you have committed to their talent development and pathways.

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Interviewee

Well, I mean, we particular in the in the performance school setting. I don't know how much you know about the performance school, but it's like it's basically like sort of. Academies you would run in xxxx, but in xxxx they association have it so that there's the association of linked to schools, and then the schools pull from the areas and then they train as part of the high school curriculum, but from when you come into that at first year, you've got four years like you're committed to four years. So, if you pick someone that you're not necessarily 100% sure on you got them for 4 years. Once they're in the system and then you start getting all this information on them, the information doesn't really help you because you can't do anything.

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INTERVIEWER

Yeah, 'cause it just kind of stuck with you for four years now. Yeah no, that's interesting. To be fair, like 'cause it is different so to how it is here I suppose so. It's given me a whole different angle on the question, but the next questions are based on because you have implemented bio banding and just to begin with could you just may be give detail on a positive experience you've had when using bio banding and so this could be for yourself. Or it could be like an example from an athlete when its proven useful?

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Interviewee

Yeah, and probably that experience that I gave you earlier was one of the highlights. The idea that Coaches can get this opinion in their head about players and find that they've made their mind up and they won't deviate from that, but the bio banding. In that sense, it was actually quite a good way of showing the coach you keep saying that this player struggling because they can't run as fast 'cause they can't get goals because they're not as strong as these other people are playing with. And now with put them with people who are practically exactly the same physically and they're still not really turning up. Still not really doing particularly well, so certainly from an information. Point of view, I think that was a that was a good experience, but also in the sort of on the flip side of that. Quite recently. With this sort of bio banding projects that been running, the research projects that have been running. Where we've looked at bio banding against mixed bio banding. And again this is quite subjective 'cause they've not analyzed the data yet, but anecdotally, for me there are players in their who bio banding is just not suitable for, and I think that's supposed the thing to take from it where there might be smaller than everybody else height wise for example, and they might be chronologically younger, but they're psychologically and technically more than able to cope with bigger players and with people who are more physical because the touch is good enough because they don't get downhearted they you know there attitude is terrific and sort of relentless in the pursuit of trying to get better so to me that's, uh, that's as surefire sign that don't play that kid against people their own age push them against people who are bigger. So I think maybe biologically bio banding them at the opposite of that as part of those projects has revealed for some of those players that you know it's not for everyone.

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00:13:27.910

INTERVIEWER

Yeah no, that's great. And then so how have you bio banded players? Like which method did you use and did you match or mismatch players based on the biological age?

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Interviewee

Yeah, we found it previously what we've done is the sort of normal equation for maturity, offset and then group them like by thresholds, using the maturity offset. We would use immaturity offset score.

It's not particularly reliable, but it was one way of doing it. You know something in some ways, maybe better just lining them up against the wall, tallest to smallest and just send you 5 stand there you 5 stand there you know you're probably not going to be far off. The current ones we set out with the best intention to use the Khamis Roche percentage of predicted adult height. It's just so difficult to get the correct data, correct information because of like access to biological parents. Yeah, as you know yourself. Unfortunately, particularly in some of the areas, some of the clubs that we collected data from there's a lot of families who are maybe parents aren't together or biological parents aren't present for whatever reason. And so that picked a lot of holes in that method. Right now we we've gone with a Fransen equation and we've done a median split. So above and below being more and less mature, median split and then a randomly generated mixed groups.

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INTERVIEWER

So in terms of bio banding, kind of as a whole. How was it proven useful for the club you're at?

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Interviewee

Again, probably more so national level. It's allowed us to see I think, players who maybe other coaches would have given up on and thinking of a player right now who is playing in an A squad who's coming right up through performing schools and so on, who for me wouldn't be nowhere near that if sort of those methods of you know he's just constantly playing against people who are too big for him. That's why he's not performing well and being able to strip that back and say when he's actually in a group where the people are sort of physically matched he stands out and so I would say from an individual perspective there's that one example. That's been a very positive use for us.

00:16:08.570 --> 00:16:14.640
INTERVIEWER

And do these positives almost feed in to the rationale for why you are doing bio banding?

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Interviewee

It serves as a sort of good reminder to me, certainly of why it's useful? But I still think it's a very small part of a really big picture in my opinion. It's not the be all and end all. It is definitely individual for each individual. But I think the only way you know that is by getting them to do it. You know you bio band them and then, like we've done now is mix the groups. And see how that changes their behaviour. See how it changes their technical ability, see how it impacts on the ability to perform physically. And then an interesting part of the sort of projects we're running now, as that we would change in the number of players and the teams. So we're doing bio banding in small sided games, but changing it from 4v4 to 5v5 to 6v6 and then doing sort of mixed but also then less versus more and more versus more to see if there are significant differences between how they perform physically and technically and tactically. And so yeah, those sorts of individuals that I can think of in my head. So, I keep me buying into it. Yeah, and I'll never know for sure like I don't ... I couldn't say it was because of this. Because of that. You know its because of a million different things. But I do feel that there will be players who have slipped through the net. Certainly, had we not considered the fact that the biologically less mature than their peers and the group that you're expecting them to compete in training every day.

00:17:54.180 --> 00:17:54.450
INTERVIEWER

No. Yeah, that that's fine. Thank you and so kind of. On the flip side is there may be an example of where bio banding has provided a new challenge. And again, this could be for yourself or for an athlete?

00:18:08.240 --> 00:18:09.150
Interviewee

Uhm? I think the whole things a challenge really to me, 'cause it's a lot of work like so to give you an example of what we're doing right now? It's basically taking us from March until about 2 weeks ago to arrange like a round Robin 6 bio banded games at clubs. So takes months and months and then data collection and then groupings and then who's going to be available? Who's there, who's not there? Right? So. I think the challenge to me is in organizing it and then the weigh up of it It's actually worth or not, because all of this stuff. It's great to be able to collect data and produce papers and do research. You know it's exciting and it's a nice project, but it's got to benefit the end user. That's the player it's got. It's got to make player better. And I think sometimes the biggest challenge is breaking down what you're doing and really asking yourself how is this format actually going to make that boy girl better and that to me to is the biggest challenge. It's gotta make the player better.

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INTERVIEWER

Yeah. And so maybe in terms of more along the athletes. And, you know, say providing a new challenge for them. For instance, putting that under 13 up with the Under 14's. Do you feel it is important to kind of introduce new challenges like that to the athletes?

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Interviewee

Yeah, no, absolutely yeah. I think the players are at academies, because obviously they've got a talent. But to me the point is to maximize that and not to do what some academies do of focusing on playing like Saturday to Saturday game to game. You're trying to think how is that 12 or 13 year old gonna look in seven years. If we give a different challenge or have a different challenge so. The players I'm talking about like who no matter who they play against, it's the same attitude. And again I'm thinking about Another particularly prominent player that's coming through our system now, no matter who he plays against if its national level, Premiership level, he has the same attitude. And so to me, bio banding him would have been wasted on him. There's no point because you when he was 13 he could play with 16 year olds and he was tiny compared to them. But he's technically incredible. He could, you know boss people about he didn't care if you shouted at him, you know he wasn't fazed so to play him and say well now we have bio banded him we will need to focus on height would have been a waste of time. And because by constantly sort of prodding and pushing him to play in higher age groups and playing more physical games so that his technical ability got better. Is part of what has made him so successful so far? So yeah, I think they constantly need to be challenged and play as many games as possible. I think sometimes, we are reluctant to play, you know, like 11, 12- and 13-year olds so we can fit in recovery days and stuff. I suppose that depends what clubs are doing with them at what time. But I see it written down and I see people talking about it and I think what are they recovering from, you know, play your own age group and then play an age group up, and then if there's a game midweek and they can the play two age groups up then give them half an hour and see how they get on. Yeah, I think. Push them hard as you can. At, I think the same time they need to be willing to go the other way. I think it's difficult, I'm just talking exclusively about moving someone up their age groups. But a new challenge for someone could be taken them out and putting them down an age group. So I've only really talked about that of players going up, but the opposite is exactly the same and part of the big problem I've had when I've worked in academies and football is that Parents then become involved and there's an external pressure that doesn't need to be there because their 14 year old kids being told he's going to play with 13 year olds and they think Oh my God, that's it's game over. He's being released, he's being put down. It's like being held back in year at school, but it's totally different. It provides a different challenge and that again is subjective. But coaches and practitioners have deemed necessary, they've deemed that is the best thing for yeah.

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INTERVIEWER

Yeah no. 'cause I suppose like in any sense a challenge is always gonna help you to progress. But people

generally don't see the bigger picture, they just see their child being dropped down an age group when in actual fact the younger kids could be physically, technically better and so on even though they are younger.

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Interviewee

Yeah. And you see it, you see it with the clubs, I see all the time where there's a kid. For example, playing up in a fifteens and they play there every week. Play fifteens and then a Saturday comes where the club are going to play a rival club, and it's like I'm not paying 15 this week. He's coming back down for the 14s 'cause they want to win the game. You know to me that's to the detriment of that player. That's not about the player, that's about the club. And that's about image. You know that's not what's best for that person. You're taking a challenge away from them to put them in an easier game where they're going to get very short-term success that suits you. It probably suits them in the short term as well, 'cause they can be like well I went and scored four, but the game is too easy. You know you should have gotten them to stay in the 15's against that club and let them struggle and let them try and figure out.

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INTERVIEWER

So kind of speaking in the sense of traditional approaches to football and bio banding. Do you feel bio banding maybe offers an advantage over traditional approaches or should they be used together?

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Interviewee

So, I worked full team at a football club previously and received probably quite a negative response to suggesting that we should have a week every month where we biologically band the groups and train in different groups. I mean for lots of reasons I think its not always about playing against people your own size and taking the physicality out of it but it's fresh as well. It's different you train in different groups you might get a different coach you might learn something off another player that you wouldn't get from your usual group who you train with all the time, every day. The same people speaking to them. 'cause training becomes very monotonous. Particular academies, whether they're asking you know for 12 and 13 that used to be there four nights a week later, you know kids gets bored of football be times they're 15 or 16 and they stopped smiling so. Yeah, I think it should be used to that advantage. I think It's a good way to freshen up training to keep it exciting. To try something different and you might just like the experience that I'm talking about. You might just get a little bit of good information, or you might say we've noticed something different about this kid when he plays its different, he's a completely different person when they play in the biological group to chronological group, and it might inform a decision somewhere along the way. But I don't think a lot of the time there's many bad things that can come from it, but it's an organizational thing. A lot of it's how well-organized clubs are willing to be and alarmingly some are not willing to be particularly well organised

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INTERVIEWER

No, yeah that another great answer thank you. And so for players when you're bio banding them. There's obviously early on time or late maturers. Do you feel bio banding can potentially place too much emphasis on one set of the athletes?

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Interviewee

I think certainly in my experience it hasn't done. But I think there is certainly there's no doubt that can happen, and there's probably a negative stigma almost attached to being a late developer, which I've never really understood. You know, it must be hard I suppose if you are 15 and you're being told you're

going to play with 13s or 14s. It's not easier for peers either, but it's about the attitude of the practitioners and the coaches and how you communicate it like it was talking about earlier. The hardest people sometimes are their parents. You know, because they get them in the car on the way home, and that's the debrief starting. You know, why did this happen, why did that happen, what did they say to you, what did they move you for? and that doesn't need to happen as long as it's communicated properly. So yeah, I think the danger is that it can. In my experience, it hasn't because I've always felt that it has been communicated well. And you know, those really clear reasonings and maybe that is from a sort of academic background, because I'm coming at it from an academic background where I get used to saying things in front of coaches and they just swamp me for it. You know, I could say like have you read this paper, they were talking about doing this? We should maybe think about doing that and the first five minutes is just them peppering you and saying how rubbish it is and that it will never work and you just you just have to find the right way of saying it almost. I'm sure there's an opportunity for it to be negative and favour one of the groups but I think that's all about how you communicate it.

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INTERVIEWER

Yep, no I can totally understand again just thinking back to when I was a kid I would almost sometimes dread the ride home after a match where I say I knew I maybe hadn't played as well as I could do. But kind of following on from the question and moving now onto the barriers of bio banding. Again, if you could give some details on a negative experience you've had with bio banding and again this could be a negative experience for yourself or in relation to an athlete?

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Interviewee

I think a negative could potentially be um seeing the less versus more mature players where you know you just see some of the smaller players, in particular just drifting right out of it and they just look so lost and uninterested and they can't do anything in the game. And I suppose that from my experience, I feel bad about that because it's almost like a little bit like Lab Rats at that point, and it's not nice because I'm all about the fact that you're doing some things to make the player better. And I can see it, and in sort of a recent example we're doing 5 minute periods, 5 minute games, and it's like the longest 5 minutes in the world for some of them in the mixed games. But the same with that, I think a negative experience starts out as a negative experience, but still gives you useful information anyway, as that when you put them in a group where they're all the same where they are actually matched biologically, but the ones who it's too easy for. And so even then you feel like you're wasting the players time 'cause like you might be against people that your own size and your own biological status, but you're miles ahead of them so you know you're not actually benefiting from this, you should be playing against players who are older and bigger and actually challenging you. But yeah those which start as negative experiences and then I think provided you react to them appropriately, you can kind of turn them into positives.

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INTERVIEWER

So do you feel this is almost maybe one of the main barriers of bio banding? Or is there any other barriers which have stood out to you?

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Interviewee

I think for me the sort of data collection point of views the accuracy of the information that you collect, how accurate the equations are and how readily you can draw inferences and how sure you can be in the statement you're going to make based on the data you've collected. Because If you're not going to do things like hand-wrist X rays and stuff like that you know, you're not going to get proper maturity status now. You do the best with what you've got. And I just think that sometimes the danger is making a statement or an influence that's not properly supported because you then maybe even make use of that

statement or that inference to go and restructure age groups and go move kids about and we're going to train like this and that because we definitely found out this when we did bio banding but then it doesn't really translate.

00:31:40.540 --> 00:31:42.540
INTERVIEWER

So do you feel these barriers which most clubs will face or just the club you are currently at?

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Interviewee

Yeah, I would say so, yeah. But I think it's a good thing because people are really inquisitive about it. I don't think from the people I speak to at clubs 'cause with sort of national level. You speak to a lot of the practitioners, at different clubs because that's where the players are coming from quite often and it's not like they switched off but there's a real skepticism around it I think 'cause some clubs are like we what we were talking about earlier where they recruit using it. It's clubs in Xxxx who do things like quarter four only trials and they try and attract less mature players on purpose. You know only bring them in the system and I like things like that, but at the same time some times we go so far the opposite direction where there's then a kid who's really big and strong and fast and we think nah he's only good because he's big and strong and fast like well that's a bit unfair its not that kids fault. We as coaches should be looking for new environments to challenge him or take them and put them in an environment to improve him and make him better. Don't take a 13 year old who's too strong, fast, powerful for everyone, and then put them in with other 13 year olds you know go and move them. So to me that varies depending person to person, but I think there is a real skepticism across the board, but I think that's healthy. I think it's a healthy skepticism. I don't think people are convinced by it, and I'm not particularly, you know, totally sold on the idea bio banding because it's showing good for some things, but not for others.

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INTERVIEWER

And speaking more generally as your club is national level. Taking those clubs into consideration who are lower than yourselves do you feel they possible face barriers which you guys hadn't even considered being a barrier?

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Interviewee

Yeah, certainly sort of staffing facilities, equipment, even getting organized. Having someone at the club to understand what it means.

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INTERVIEWER

And again following on from your experience do you feel there is maybe anyways in which your club could alleviate said barriers or even those barriers the lower categorised clubs face?

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Interviewee

Yeah, I think the National Association could provide more support and more education in that field and I think we could almost go and help the Clubs understand it can show them how to do it, how to organize it, why it might be beneficial. Yeah, I think probably through coach education.

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INTERVIEWER

Yeah, no 'cause quite often when I'm speaking to people in terms of the barriers of bio banding, it does often fall down to like the education around it for coaches and sports scientists, and I think this is one of the things which should does keep cropping up which suggests that there does need to be, say like

you've got your FA level one coaching so maybe something similar an FA level one type bio banding course.

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Interviewee

Yes, definitely. Cuz I mean they'll be clubs in Xxxx, certainly that you know that they don't really have practitioners and sports scientists. You know they have to have physios present, they have to have some level of support there. But in some categories they don't need it, so they don't have it, 'cause they don't need to pay for it. And so if you approached them and say, would you be interested in being involved in this bio banding tournament? For a start they don't know what bio banding is and then you say its where we grade the players by maturity status and then they don't know what maturity status is since they didn't go to say university and that's no disrespect to them. But they've never been taught what it is they don't know how to use it. So yeah, I think there's a lack of support, certainly or education.

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INTERVIEWER

So moving on from this set of questions, can you describe how and why you have bio banded players in terms of physically, technically, tactically and psycho-socially?

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Interviewee

OK, so yeah, so we bio band using the Fransen equation and median split from maturity offset and we only had less and more mature (opposed to early, on-time or late) based on whether they were above or below the median score. Then we played mixed games, we played more v more and less v less and then less v more and then a sort of mix and it was really to see whether as well as changing the number of players and teams so say 4 v 4 or 5 v 5 6 v 6 it was really to see if having more players on the pitch as well as who you are playing against influenced how many times you would touch the ball, how many times you would give the ball away how many times you could recover the ball. Also you can look at it from a technical perspective of like the passing matrix of is it just when you do the mixed ones? So like typical chronologically groups when you get to that point is it just the less mature players passing to the more mature players, like they feel obliged to just give it to him 'cause he's the one that runs past everybody and scores. So look at it from that sense and looking at how they change sort of psychologically using the psychosocial score and chart. And how does their attitude change depending on the situation that they faced themselves? If it's less mature players playing more mature players, do they like dig in and think I don't care if they're bigger and they just go for it or do like some of them, they just think it's just too much for me and they kind of retreat. And so those are the sort of ways that we've, I think mostly looked at it and then to see as well. Just the typical things like did the bigger, more mature players cover more distance that they run at high intensity. And then do they accelerate and decelerate more. And are they still able to do that, particularly within the small sided games and those are the sort of areas that we have looked at yeah.

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INTERVIEWER

Yeah, and so do you feel such use of bio banding is a staple to the player development curriculum?

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Interviewee

Yeah no, I think I think there's definitely a place for bio banding in their ... bio banding to me Is more than just about matching them biologically it's about the difference between what happens when you match them biologically compared to when you don't? So to me, It's a good talent development tool, because like you're trying to think what someone is going to look like in 6-7 years time and not trying to, you know, prepare them for a Saturday and then for Tuesday game and then for Saturday game again. So if you can use that to develop a player to say this player needs more technical work, for

example because when we put them in a situation where they're faced with people their own size. They don't really know how to problem solve. They only have ever figured out how to kick the ball around people and run round them. So to me that development tool there would be if we know that doing that, and we've know they need technical work, put them in a situation where they're forced to work technically, and then you would know for example by how many players were on the pitch, what size the pitch was, how long the game was, and who the games against. Whether that's going to increase the number of times they touched the ball or decrease the number of times they touch the ball. And it's like trading training prescription you just manipulate the training to force the player to do what they're not very good at. So yeah, I think it's a good development tool.

00:40:51.200 --> 00:41:03.900
INTERVIEWER

Yeah, and again you know in terms of a physical, technical, tactical and psychosocial elements. What is it about bio banding which makes you think it does or doesn't enhance the assessment within these four areas?

00:41:14.000 --> 00:41:14.480
Interviewee

I think that I would say it has the ability to enhance all of them because its almost showing you how the player is reacting to different environments and then like we spoke about previously you try and individualise the environment that's going to help them best develop, so if it was psychological for example and you know that the kids two small to mix in with big ones because every time they've mixed them in with big ones they shut off, they disappear so you know that environments not appropriate so we tweak their environment appropriately. A technical example could be is if this big player is mixed chronologically, they get the option to just kick the ball around people and push people out the way and that touch doesn't need to be good it doesn't need to be perfect 'cause they can take a bad touch and they can just shove someone out the road. But then when you match them with people their own size they no longer do that so you have to force them into a situation where they have to work technically. Tactically as well, that's something that sort of ties in because you're trying to teach them to basically problem solve and how to make sense of the chaos within the game so If all a player has ever done as a more mature player, bigger, taller member of a group is push people off and run around people then by the time they get to an adult everybody is the same size so none of these things are going to work. So you know they need to have been able to figure out what they do if they can't push that person out the road, what do I do if that person is just as fast as I am and can jump just as high as I can. So yeah find an environment which forces them to work more technically.

00:43:10.910 --> 00:43:23.150
INTERVIEWER

So based on everything we have covered. Which phase do you feel like players should be introduced to bio banding from?

00:43:11.030 --> 00:43:11.370
Interviewee

As I say, I think it's a good talent ID tool so I think you could have it at 12 and 13. I don't think there's any harm in it. I think it actually probably makes more sense to use it around about that time of of PHV around about the time that you're going to have someone who takes off and becomes massive compared to other. So to me it makes sense around about that time 'cause then you're also figuring out, your learning more and more because at 14 years old your maybe only two years away from playing your first senior in some instances some extreme examples because this is what has happened previously. So it's good to know who responds in certain ways and who you could push and who you maybe need to rain in a bit or who may not be ready at 16, but might be ready at 19 20. So yeah, I think in that middle area of 12 13 14 15.

00:44:20.100

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00:44:45.600

INTERVIEWER

We've come to the last question on my behalf, and just simply how has this research made you more or less likely to implement bio banding?

00:44:46.970

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00:44:47.560

Interviewee

What I like about doing stuff like this as it makes me it makes me say things out loud that I think about in my head so it makes me question like when you're asking me why would you do that? I Actually have to think to myself well yeah why am I doing that? Because then I say all the time about it has to make the players better. It has to be for the players benefit and so on. But it makes me consider am I doing that for the benefit of that player or am I doing it because I want some data. And it might be that the data that we're collecting now might not benefit that exact group of players, but it might benefit players in future years, so you know, I think it probably has strengthened my opinion on it, it hasn't changed my opinion, but it's sort of made me think I'm quite confident in why I'm doing things and I'm quite confident in that its informing my decisions.