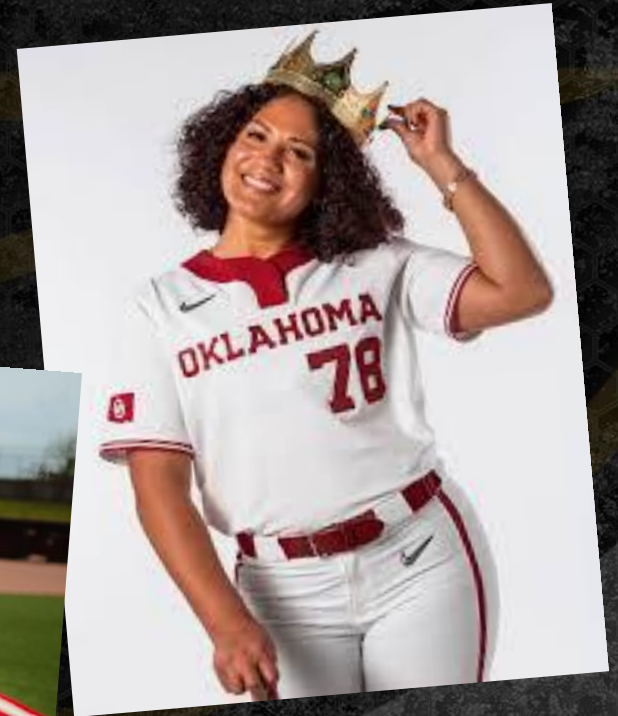


What Do College Coaches Look for in a Recruit?

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First, We Must Know: What Do We Need?



What Do We Need?

- ✓ Positions only matter for certain positions –
 - Pitchers, Catchers
- ✓ What do they have we cannot teach?
 - Athleticism
 - Speed
 - Character traits – Grit, Confidence, Decisiveness
 - Have started to decline

THINGS MONEY CAN'T BUY:

1. MANNERS
2. MORALS
3. RESPECT
4. CHARACTER
5. COMMON SENSE
6. TRUST
7. PATIENCE
8. CLASS
9. INTEGRITY
10. LOVE

TAP Test (Troutwine Athletic Profile)

RYZER

✓ Grit

- A combination of resilience and psychological stamina. Can be thought of like a “battery meter” for the mind.

✓ Confidence

- Combines one’s level of self-esteem and belief in one’s ability to control outcomes.

✓ Decisiveness

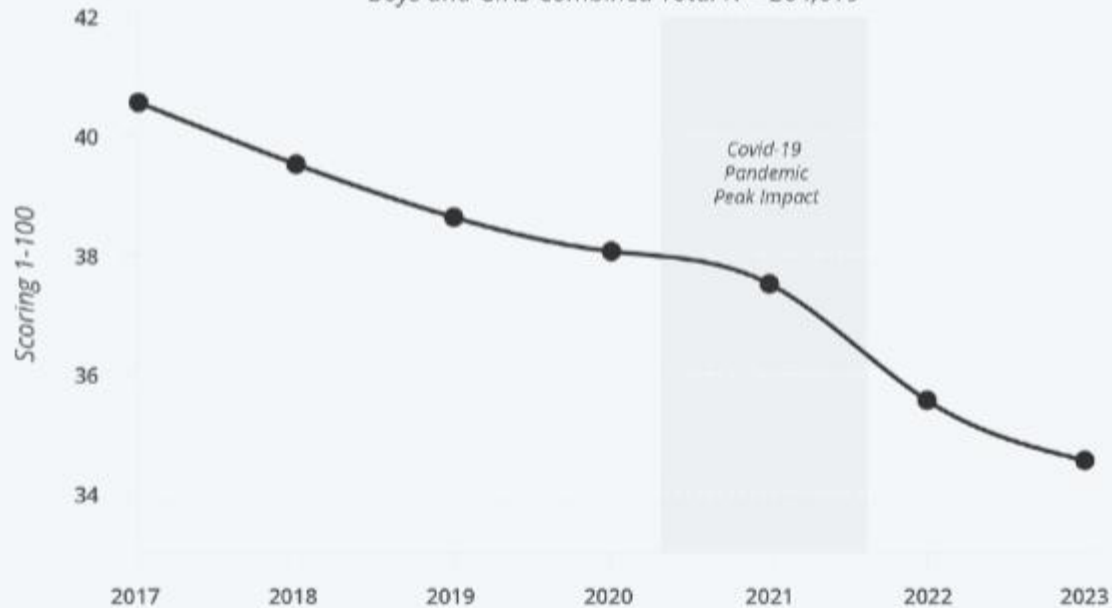
- One’s natural ability and desire to make quick decisions without hesitation. In a sports context, it plays out in the individual’s ability to react vs. hesitate in pressure situations.

TAP Test (Troutwine Athletic Profile)

GRIT

Scoring Averages of High School Athletes

Boys and Girls Combined Total N = 264,619



Grit Scores have
declined 15% since 2017

RYZER

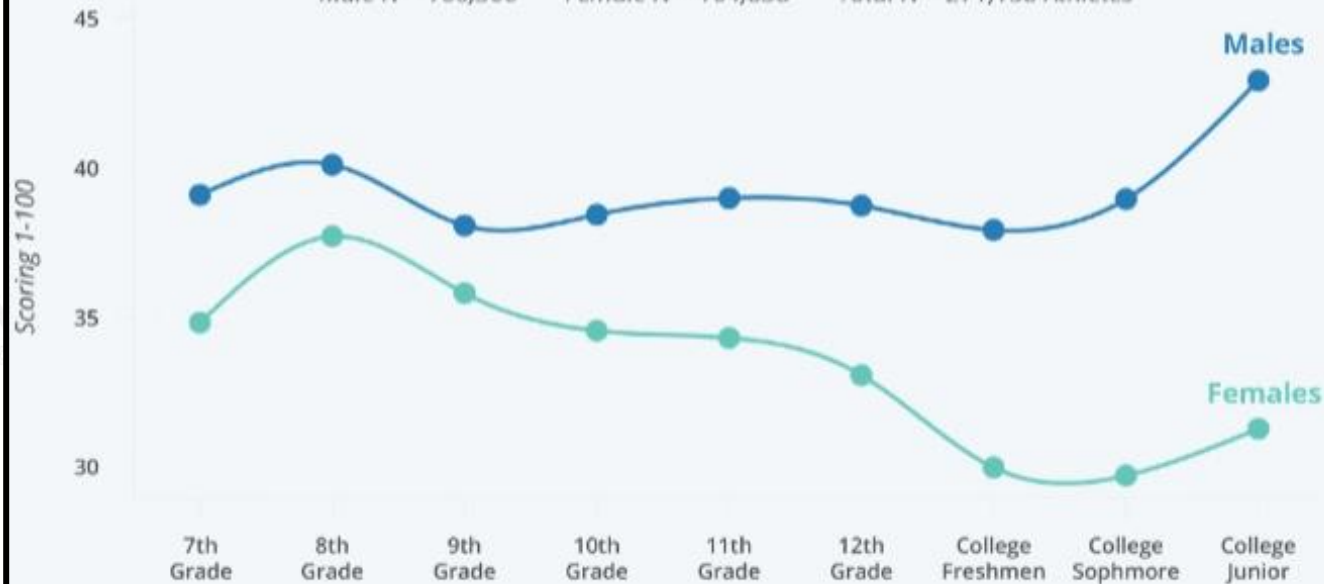
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TAP Test (Troutwine Athletic Profile)

GRIT

Athlete Scoring Averages by Year in School 2017-2023

Male N = 166,300 Female N = 104,858 Total N = 271,158 Athletes



*Girls' Grit **peaks in 8th grade**, with steep dips when transitioning into high school and college, never recovering.*

*Boys' Grit peaks in 8th grade and **doesn't recover again until their junior year in college.***

RYZER

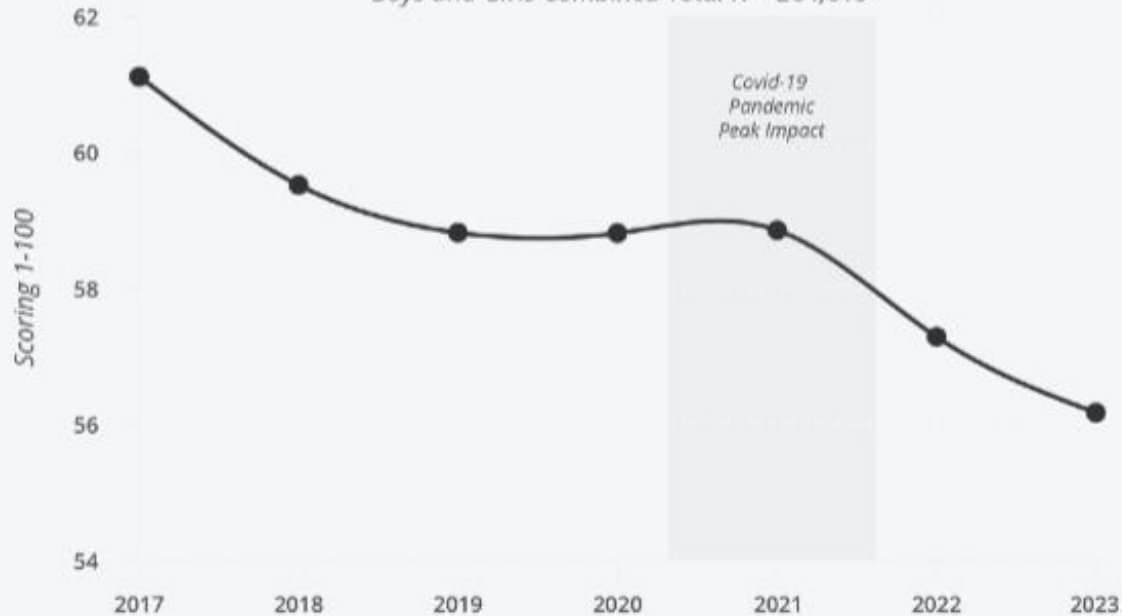
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TAP Test (Troutwine Athletic Profile)

CONFIDENCE

Scoring Averages of High School Athletes

Boys and Girls Combined Total N = 264,619



High school athlete **Confidence** dropped 8% since 2017, accelerating during Covid.

RYZER

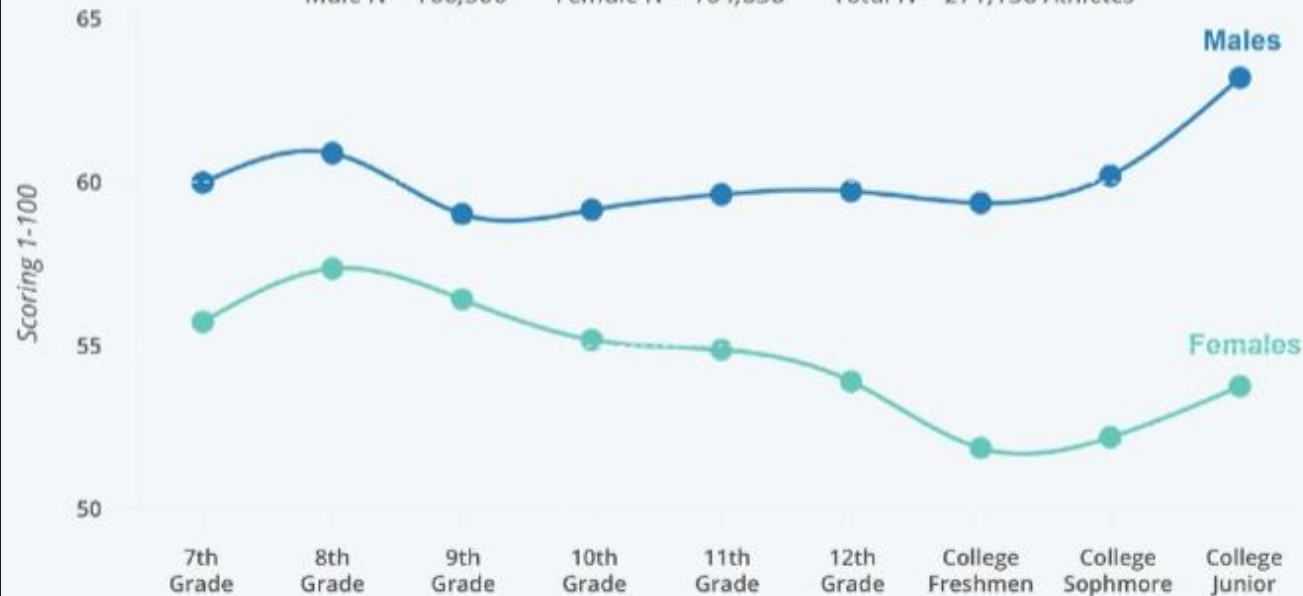
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TAP Test (Troutwine Athletic Profile)

CONFIDENCE

Athlete Scoring Averages by Year in School 2017-2023

Male N = 166,300 Female N = 104,858 Total N = 271,158 Athletes



*Girls' Confidence **declines 10%** from 8th grade to college.*

*Boys' Confidence **declines from 8th to 9th grade and increases upon reaching college.***

RYZER

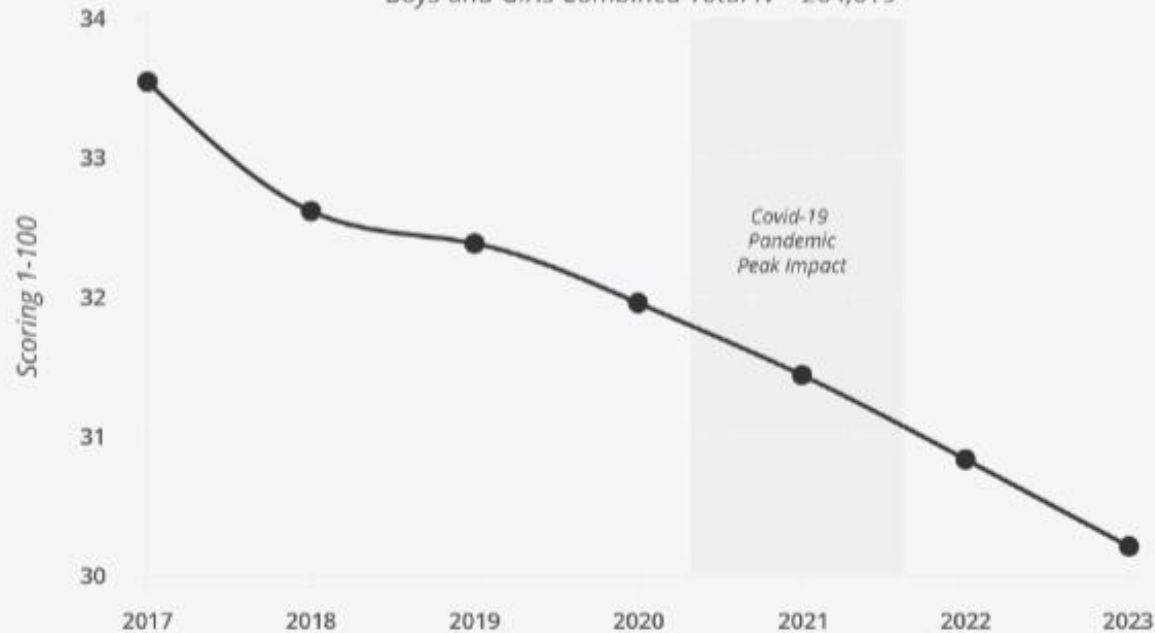
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TAP Test (Troutwine Athletic Profile)

DECISIVENESS

Scoring Averages of High School Athletes

Boys and Girls Combined Total N = 264,619



*Among high school athletes since 2017, **Decisiveness** steadily declined 9%.*

RYZER

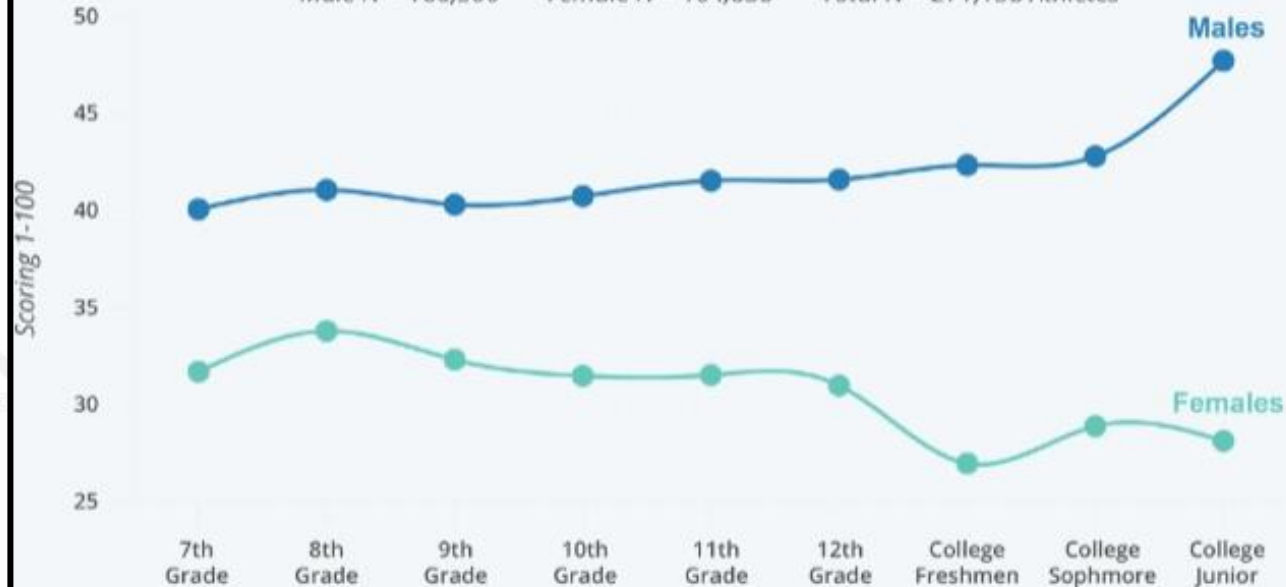
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TAP Test (Troutwine Athletic Profile)

DECISIVENESS

Athlete Scoring Averages by Year in School 2017-2023

Male N = 166,300 Female N = 104,858 Total N = 271,158 Athletes



Decisiveness is *mostly flat* for Boys.

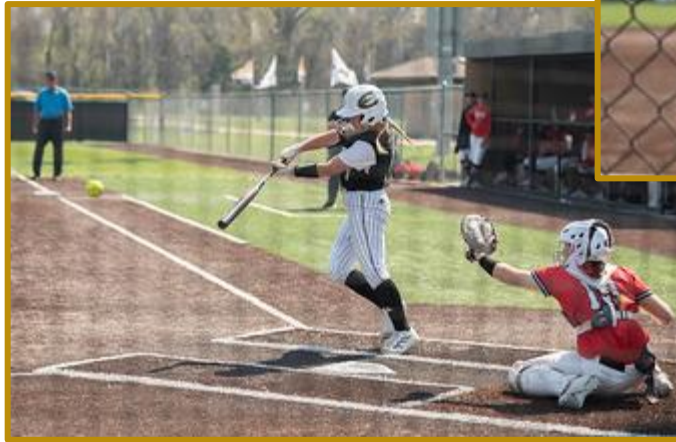
Decisiveness *drops 20%* for Girls between 8th grade and college.

RYZER

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ESU Softball Checklist

- ✓ Athleticism/Versatility
- ✓ Speed is a plus
- ✓ LHH?!?!
 - Scholarship potential
 - Does their major match up?
- ✓ Academics
- ✓ Hornet Pride (embody our core values:
Family Over Everything, Attitude, Effort)



Other Things My Staff Will WATCH For

- How they treat their coaches
- How do they respond to failure?
- Hustle (after “failures” too)
- Parent interactions BOTH ways
 - Does the kid make her parents carry her stuff?
 - Actually scratched a NE kid off my list this summer because of the dad’s interaction with their kid – she was in tears on the way to her position





Down the Hall – Other ESU Coach Thoughts

Has to do something better than a current player – or have the potential to in the future

G - A - M – E (Good teammate, Appreciative, Mentally tough, Energy)

Good human

Competitiveness

Likes to be coached

Character, Grit, IQ

Wants to be challenged

Team first mentality

Smart (classroom & can take what is on the board & apply it to the field)





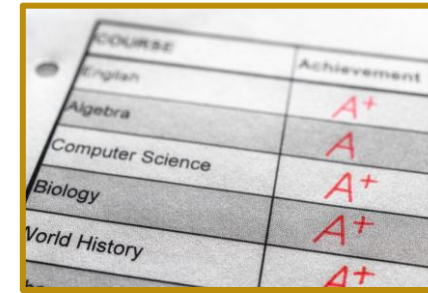
Fun, but sometimes serious, answers

- Works job (preferably manual labor)
 - Throws 90!
 - LHH!
- Owns a vehicle worth less than I drive (2013 Ford F150 w/ 177,000 miles & electrical issues!)



Other Softball Coaches

- “Shark” Softball Player (not typically looking for a certain position but more of a certain type of player that fits my coaching style & our needs to be successful at this level)
- Athleticism/versatility
- Talent
- Coachable



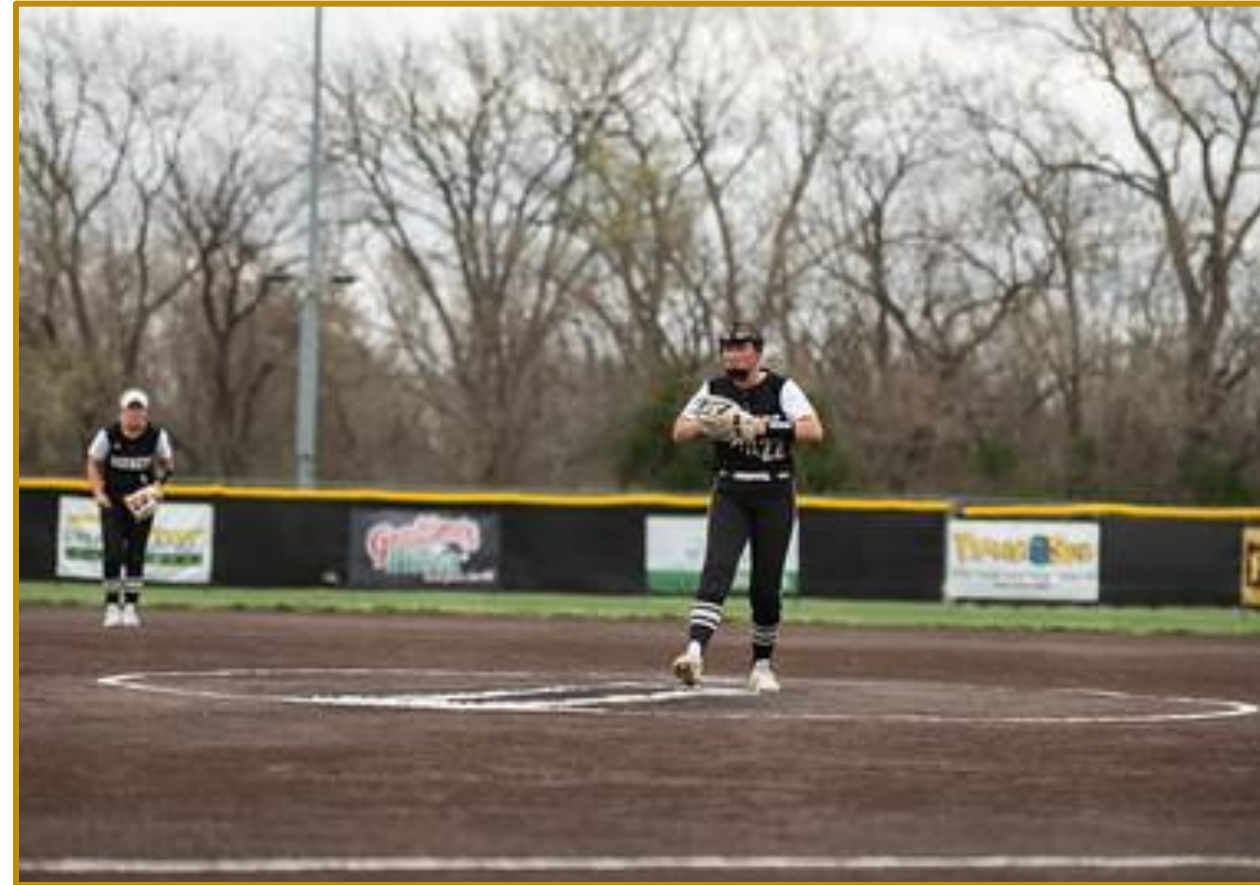
COURSE	Achievement
English	
Algebra	A+
Computer Science	A
Biology	A+
World History	A+

- Grades (more now than ever because of how expensive school is)
- Speed if you need it, because you can't teach it
- Mutual interest
- Fundamentals
- LHH!



Bottom Line...

- Have to find an athlete who will fit your system, regardless of what it is or looks like (core values)
- Prefer someone who will stay in your program for 4-years
- For us – they can't want it "ALL"



Best Contact Method

- E-mail (don't expect an answer, but they are read) – keep sending!
- Personalize
- Signature (have the athletes create a signature to send out in each recruiting e-mail)
 - Name
 - Class
 - High School/Competitive team
 - # for HS/Comp. team
 - Position(s)
 - Contact info (social media handles?)



Best Contact Method

- Recruiting Services thoughts
- Coach/Team Helpful Ideas
 - Pin schedules and/or roster
 - Encourage camps – helps us get eyes on them, but also get to know personalities & they learn ours

 Pinned

 **Ne Thunder National 18u - Martinez** · 3/28/25

★★★★ 2025 Nebraska Thunder National 18u - Martinez ★★★★★

Can't wait to get out there on the field with this team!
[@NeNational_18u](#) [@UFAThunder](#)



The flyer for the Nebraska Thunder National 18u - Martinez team includes the following information:

- Head Coach:** Melissa Martinez (402) 417-6490, melissa.martinez2@cune.edu
- Recruiting Coordinator:** Todd Petersen (402) 880-1926, thunder@unnebraska.com
- 2025 Schedule:**
 - 4/13 NE Gold Friendlies - Omaha, NE
 - 4/27 NE Gold Friendlies - Omaha, NE
 - 5/16-5/18 Top Gun NE Thunder Swing Into Spring - Papillion, NE
 - 5/20-6/1 Top Gun Discovery Showcase - Shawnee, KS
 - 6/8-6/8 Top Gun Heartland College Showcase - Overland Park, KS
 - 6/12-6/15 Top Gun 2025 Invitational - Shawnee, KS
 - 6/27-6/29 Top Gun NE Gold/Thunder Invite - Papillion, NE
 - 7/10-7/13 Top Gun Elite Championships - Shawnee, KS
- QR Code:** A QR code linking to the team's website.
- Player Roster:** A grid of 12 player photos with their names, jersey numbers, and positions.

Player Name	Jersey Number	Position
Maycie Grant	#10	2025 - 187cm, Kansas State HS
Lauren Frihauf	#11	2025 - 175cm, Kansas State HS
Ava Beach	#17	2025 - 175cm, Lincoln State HS
Morgan Salvage	#18	2025 - 187cm, Lincoln State HS
Ava Martinez	#20	2025 - 175cm, Lincoln State HS
Jenna McClain	#21	2025 - 165cm, Fremont HS
Elena Shipley	#22	2025 - 187cm, Concordia University
Danielle Pollat	#23	2025 - 187cm, Fremont HS
Hailey Rasmussen	#27	2025 - 175cm, Papillion LaSalle South HS
Briley Morgan	#33	2025 - 175cm, Lincoln State HS
Jenna Trent	#42	2025 - 175cm, Fremont HS
Hailey Leininger	#48	2025 - 175cm, Lincoln State HS

Questions???

References:

- Troutwine, R., & Pike, R. (2024, August 24). An anxious generation of athletes too? Time to sound the alarm.



April Rosales

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