

STRUKTURA I RAZLIKE U EKSTRAVERZIJI KOD HRVATSKIH SPORTSKIH TRENERA

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Abstrakt: Cilj istraživanja bio je pronaći latentnu strukturu ekstraverzije i razlike između trenera različitih sportova u facetama ekstraverzije, za skup nezavisnih varijabli, sociodemografskih te vezanih uz bivšu sportsku karijeru i trenerski posao. Ispitana su ukupno 88 trenera različitih sportova u Hrvatskoj, tijekom seminara za trenere Hrvatske olimpijske akademije. Za mjerenje ekstraverzije koristila se skraćena verzija EPQ upitnika. Na temelju odabranih čestica EPQ upitnika moglo se dobiti dvije interpretabilne i pouzdane facete ekstraverzije, ali ne i introverzije. Samo je jedna statistički značajna razlika pronađena u odnosu na dimenziju socijabilnosti, gdje se pokazalo da trenerice imaju izraženiju socijabilnost od muškaraca. U odnosu na dimenziju impulzivnosti, pokazalo se da su impulzivniji treneri koji su u vlastitoj sportskoj karijeri bili osvajači medalja na državnom prvenstvu, kao i oni koji su završili sportsku karijeru odlukom kluba ili svojevoljno. Bivši članovi seniorske reprezentacije impulzivniji su u odnosu na one koji to nisu bili, dok su treneri impulzivniji u odnosu na trenerice.

Ključne riječi: ekstraverzija, facete, impulzivnost, socijabilnost

UVOD

Trener je vjerojatno najbitniji stručnjak u području sporta, i s aspekta postizanja sportskih postignuća, i s aspekta razvoja karijere sportaša koje vodi/trenira i s aspekta značenja koje ima za sportaša. On je bitan čimbenik kvalitete rada u sportu (Milanović i sur., 2006). Trener posjeduje opsežna stručno-pedagoška i specifična trenerska metodološka znanja, razumije i znanstveni i stručni rad te usmjerava pripremu i trening sportaša u svrhu postizanja najviših sportskih dometa (Milanović i sur., 2006). Trenerova ličnost i način kako on vidi svoju ulogu trenera, doprinosi razvoju njegova trenerskog stila,

STRUCTURE AND DIFFERENCES IN EXTROVERSION IN CROATIAN SPORT COACHES

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Abstract: The aim of the study was to find the latent structure of extraversion and differences between coaches of different sports in the facets of extraversion, according to the set of independent variables, socio-demographic and related to former athletic career and coaching. A total of 88 coaches of various sports in Croatia were examined, during a seminar for coaches-Croatian Olympic Academy. For the measurement of extraversion a shortened version EPQ questionnaire was used. Based on the selected items of the EPQ questionnaire, two interpretable and reliable facets of extraversion were found, but not for the introversion. Only one statistically significant difference was found in the dimension of sociability, where it was shown that the female coaches are more sociable than men. In the dimension of impulsivity, it was shown that more impulsive are the coaches who won medals at the national championships during their own sport career, as well as those who have terminated a carrier by decision of their sport club and those who terminated their career voluntarily. Former members of the national team are more impulsive than those who were not, while the male coaches are more impulsive than the female coaches.

Keywords: extroversion, facets, impulsivity, sociability

INTRODUCTION

Coach is probably the most important expert in the field of sports and in terms of achieving sporting achievements, both in terms of career development of athletes who leads / trains and in terms of the importance that he/she has for the athletes. It is an important quality factor of working in the sport (Milanovic et al., 2006). Trainer has extensive professional and educational coaching and specific methodological knowledge, understanding and scientific and technical work, directing the preparation and training of athletes in order to achieve the highest range of sports (Milanovic et al., 2006). Coach's personality and

u kojem on kao pojedinac može najbolje koristiti svoje osobne prednosti (Gilbert i Jackson, 2004). Ličnost je dobar prediktor ponašanja, u odnosu na opće mentalne sposobnosti, znanja, vještine ili specifične situacije, jer su ponašanja pojedinca ishod obilježja njegove ličnosti i situacijskih čimbenika, koji se mijenjaju vremenom. Nije nužno da samo bivši vrhunski sportaši mogu postati uspješni treneri, ali trebaju imati određena iskustva i znanja o natjecanju (Webber i Collins, 2005). Iskustvo je bitno za mogućnost uživanja u osjećaje sportaša i za mogućnost tolerancije različitih stanja sportaša, posebno onih koji nastaju u momčadskim situacijama na sportskom natjecanju (Webber i Collins, 2005). Trenerova ličnost i njegova trenerska uloga kako ju on vidi, dovodi do razvoja njemu primjerenog trenerskog stila koji iskorištava njegove osobne prednosti (Gilbert i Jackson, 2004), a minimalizira utjecaj njegovih mana. Treneri posjeduju različita znanja o trenerskim metodama i u interakciji vlastite ličnosti i tih saznanja stječu vlastito mišljenje o tome koje su metode uspješne a koje nisu. Treniranje vide kao njihov način da ohrabre sportaša da više vjeruje u sebe, da potaknu razvoj njegove ličnosti.

Ekstraverzija je važnu osobina ličnosti koja ima značajnu ulogu i u svakodnevnom životu i u radnom ponašanju (Trbuščić, 2010), pa većina modela ličnosti prepoznaje ekstraverziju kao primarni faktor ličnosti (Weiner, 2003). Pojam ekstraverzije uveo je Jung (1921), koji ju je u svojoj teoriji ličnosti koristio za opisivanje razlika u orijentaciji prema svijetu: ekstravertirani ljudi usmjereni su prema vanjskom svijetu, dok su introverti „suprotni pol“ istog obilježja koji su usmjereni prema unutarnjem (osobnom) svijetu. Jednim od glavnih svojstava ekstraverzije najčešće se navodi društvenost (Leary i Hoyle, 2009). Međutim, ekstraverti su često opisani kao asertivni, aktivni i razgovorljivi, dobro se snalaze u velikim skupinama ljudi, dobro su raspoloženi, optimistični i puni energije (Costa i McCrae, 2005). Ekstraverzija se povezuje i s pozitivni osjećajima i motivacijom, pa postoji pretpostavka da su ekstraverti osjetljiviji na nagrade nego na kazne, zbog aktivacije dopaminskog sustava koji dovodi do pozitivnih osjećaja (Depue i Collins, 1999). Eysenck (1967) smatra da je biološka osnova ekstraverzije snižena razina kortikalne pobudenosti: osobina višeg reda koja je izvedena iz skupa povezanih osobina nižeg reda, odnosno faceta (Larsen i Buss, 2008): društvena dominantnost, pozitivne emocije, društvenost i motorička aktivnost zajedno čine opći obrazac ekstraverzije. Ekstraverzija sastoji od šest faceta (Costa i McCrae, 2005). *Toplina* opisuje srdačnost i dobrohotnost, ljubav prema ljudima i lako stvaranje veza, te je najbitnija u pi-

the way how he/she sees his/her role of the coach, contributes to the development of his coaching style, in which he/she, as an individual, can use personal strengths in the best way (Gilbert & Jackson, 2004). Personality is a good predictor of behavior, in relation to general mental ability, knowledge, skills or specific situations, because the behavior of an individual is the outcome of his/her personality and situational factors that change over time.

It is not necessary that only the former top athletes can become successful coaches, but they need to have some experience and knowledge about competition (Webber & Collins, 2005). Experience is essential for the possibility of empathy regarding athlete's feelings, as well as for the possibility for the tolerance of different states of athletes, especially those that arise in team situations at sporting events (Webber & Collins, 2005). Coach's personality and his/her coaching role, as he/she sees it, leads to the development of appropriate coaching style that leverages his personal advantage (Gilbert & Jackson, 2004) and minimizes the impact of his/her flaws. Coaches have different knowledge about coaching methods and through the interaction of their own personality and knowledge, they can acquire their own opinion on the methods which are successful and which are not. They see coaching as a way to encourage their athletes to believe in themselves and to encourage the development of the personality of the athletes.

Extraversion is an important personality trait that plays an important role in a daily life and work behavior (Trbuscic, 2010), so the majority of personality models recognize extraversion as a primary factor of personality (Weiner, 2003). The term extroversion was introduced by Jung (1921), who used this term in his theory of personality to describe differences in orientation toward the world: extraverted people are directed to the outside world, while introverts were the "opposite pole" of the same characteristic that is targeted toward the inner (personal) world. One of the main traits of extraversion is commonly referred as sociability (Leary & Hoyle, 2009). However, extroverts are often described as assertive, active and talkative, good at coping with large groups of people, well disposed, optimistic and full of energy (Costa & McCrae, 2005). Extraversion is associated with positive feelings and motivations, so there is an assumption that extroverts are more sensitive to rewards than punishment, due to activation of the dopamine system, which leads to positive feelings (Depue & Collins, 1999). Eysenck (1967) considers that the biological basis of extraversion is decreased levels of cortical excitation: characteristic of a higher order that is derived from a set of related properties of a lower order, or facets

tanjima međuljudske bliskosti. *Druželjubivost* je posebna sklonost druženju sa što više drugih ljudi. *Asertivnost* se odnosi na dominantnost i uvjerljivost (asertivni ljudi su često i vođe grupa). *Aktivnost* se očituje u brzom radu i energičnim pokretima, s velikom potrebom bavljenja nekom aktivnošću. *Traženje uzbuđenja* opisuje bijeg od monotonije i bukvalno traženje uzbuđenja, pa vole bučnu okolinu i nove izazove. *Pozitivne emocije* su sklonost doživljavanju pozitivnih čuvstava i sklonost optimizmu, vedrini. Ova faceta pokazala se kao najbolji prediktor sreće, a povezana je s pozitivnim afektivnim raspoloženjima (Costa i McCrae, 2005). S obzirom da su različite facete ekstraverzije jače povezane s pozitivnim afektom nego međusobno, pozitivne emocije smatraju se katkad «srži» ekstraverzije (Watson i Clark, 1997). S drugog aspekta gledano, dva sadržajno različita faktora samoprezentacije uključuju dvije primarne ljudske vrijednosti (Paulhus i John, 1998): djelotvornost (vrednovanje statusa i moći) i zajedništvo (vrednovanje bliskih interpersonalnih veza). Pokazalo se da je široka dimenzija ekstraverzije povezana s faktorom djelotvornosti, dok su druge povezane sa zajedništvom (Depue i Collins, 1999). Depue i Collins (1999) su uvidom u postojeće modele utvrdili da većina njih pretpostavlja da ekstraverzija ima dvije glavne karakteristike: međuljudski angažman (sastoji se od afilijacije i djelotvornosti), te impulzivnost koja uključuje traženje uzbuđenja. Afilijacija opisuje uživanje u bliskim odnosima i vrednovanje bliskih interpersonalnih veza, uz toplinu i srdačnost, dok djelotvornost upućuje na socijalnu dominantnost i asertivnost, uživanje u vođenju te posjedovanju osjećaja moći u postizanju ciljeva. Ekstraverzija je jedna od osnovnih dimenzija razlikovanja ljudi (Leary i Hoyle, 2009), pa tako i trenera. Barrick, Mount i Judge (2001) su meta-analizom utvrdili da ekstraverzija može biti dobar prediktor radne uspješnosti, ali samo u nekim zanimanjima, ponajprije u onima u kojima važan dio posla čine interakcije s drugim ljudima (Barrick i Mount, 1991). U poslovima kao što su prodaja i menadžment važno je da je osoba društvena, asertivna, energična i ambiciozna. Ukoliko važan dio posla čini timski rad, vjerojatno je da će više ekstravertirani biti i uspješniji. Također, ekstravertirani sudionici treninga su najčešće i aktivniji, postavljaju više pitanja, a to im omogućuje da i uspješnije uče (Barrick i Mount, 1991). Na temelju svega navedenog može se očekivati da će ekstraverzija biti pozitivno povezana s pozitivnim pokazateljima uspješnosti u trenerskom pozivu, koji zahtijeva mnoge facete ekstraverzije.

Glavni ciljevi istraživanja bili su utvrditi latentne dimenzije ekstraverzije u skraćenoj verziji upitnika ek-

(Larsen & Buss, 2008): social dominance, positive emotions, sociability and motor activity together make general pattern of extraversion. Extraversion consists of six facets (Costa & McCrae, 2005). Heat describes cordiality and benevolence, love of people, easily creating links, and it is the most important regarding issues of interpersonal closeness. Friendliness is a special affection for socializing with as many other people. Assertiveness is related to dominance and credibility (assertive people are often group leaders). The activity is reflected in the rapid work and energetically movements, in great need of dealing with an activity. Sensation seeking describes escape from monotony and literally seeking excitement, preferring noisy environment and new challenges. Positive emotions are the tendency towards experiencing positive emotions and the tendency towards optimism, serenity. This facet has proved to be the best predictor of happiness, and it is associated with positive affective moods (Costa & McCrae, 2005). Given that the various facets of extraversion are associated with more positive affect than mutual, positive emotions are sometimes considered as "core" of the extraversion (Watson & Clark, 1997). From another point of view, two substantially different factors of the self-presentation that include the self are two primary human values (Paulhus & John, 1998): efficiency (evaluation of status and power) and the communion (evaluation of close interpersonal relationships). It turned out to be that the broad dimensions of extraversion are associated with the factor of effectiveness, while other dimensions are associated with communion (Depue & Collins, 1999). Depue & Collins (1999), while examining the existing models, found that most of these models assume that extraversion has two main characteristics: interpersonal engagement (consisted of affiliation and effectiveness), and impulsivity that includes seeking for the excitement. Affiliation describes enjoying in close relations and evaluation of close interpersonal relationships, the warmth and cordiality, while effectiveness refers to social dominance and assertiveness, enjoying the feeling of owning and managing power in achieving goals.

Extraversion is a core dimension of distinguishing people (Leary & Hoyle, 2009), including the coaches. Barrick, Mount & Judge (2001) conducted a meta-analysis, finding that extraversion may be a good predictor of job success, but only in some occupations, particularly in those where an important part of the work consists of interactions with others (Barrick & Mount, 1991). In jobs such as sales and management it is important that the person is gregarious, assertive, energetic and ambitious. If an important part of the job makes a team work, it is likely to be more extraverted and successful. Also, extraverted par-

straverzije i introverzije te utvrditi razlike u tim (eventualnim) dimenzijama u odnosu na varijable: spol, dob, obrazovanje, momčadski ili individualni sport, prethodno osvajanje medalja na državnom prvenstvu, trenerovi raniji nastupi na natjecanjima bez osvojene medalje, želja postati trener nakon sportske karijere, bivše članstvo u državnoj reprezentaciji, trajanje trenerova iskustva sportskog natjecanja, prestanak karijere zbog – manjka ambicije, ozljede, odluke kluba, kritičnih životnih događaja, svojevrijedno.

METODA

Sudionici

Ispitali smo ukupno 88 trenera različitih sportova u Hrvatskoj, tijekom seminara za trenere u organizaciji Hrvatske olimpijske akademije. Prosječna dob trenera bila je 33 godina (raspon 18-55 godina). U prosjeku, treneri su 17 godina bili uključeni u natjecateljski sport (raspon 0-39 godina). Kao trener, u prosjeku, treneri rade sedam godina (raspon 2-50 godina). U odnosu na vrstu sporta, raspored trenera po sportovima je bio: Tae Kwon Do (n=19), jahanje (n=16), plivanje (n=15), rukomet (n=12), gimnastika (n=11), odbojka (n=6), karate (n=2) te po jedan trener stolnog tenisa, veslanja, ronjenja, nogometa, skokova u vodu, jedan gorski i jedan planinski vodič. Drugim riječima, 19 ih je bilo iz momčadskih sportova, dok su preostali bili treneri individualnih sportova. Po spolu, 51 trener je bio muškarac dok je bilo 37 žena. U pogledu bračnog statusa, u uzorku je od 41 trener bio je neoženjen/ neudana, 41 je u braku, a 5 ih je razvedeno. Ostale karakteristike uzorka vidljive su u tablici 3.

Instrumenti

U istraživanju je korišten Eysenck Personality Questionnaire (EPQ, Eysenck i Eysenck, 1975, Lojk, 1979), tj. skale ekstraverzije-introverzije i psihoticizma, iz koje su analizirane samo čestice r.b.: 1, 5, 10, 14, 17, 21, 25, 29, 32, 36, 40, 42, 45, 49, 52, 56, 60, 64, 70, 82, 86. Odbrane tvrdnje sadržavale su 11 tvrdnji koje su se odnosile na ekstraverziju te 10 koje su se odnosile na introverziju. Sudionici su imali zadatak svako pitanje pažljivo pročitati i odgovoriti slažu li se ili ne slažu (DA ili NE) sa sadržajem tvrdnje.

Metode obrade podataka

Izračunati su temeljni deskriptivni pokazatelji: aritmetičke sredine, standardna raspršenja te podaci o normalitetu distribucija. Glavne komponente ove skraćene verzije upitnika utvrđene su metodom analize glavnih komponenti s varimax rotacijom, uz kriterij intepretabilnosti dobivenih komponenti te Guttman-Kaiserov kriterij

participants of the training are usually active, ask more questions, which allows them to learn more effectively (Barrick & Mount, 1991). Based on the abovementioned, it can be expected that extraversion will be positively associated with positive indicators of success in coaching, which requires many facets of extraversion.

The main aims of this study were to identify the latent dimensions of extraversion in a shortened version of the questionnaire for measuring extroversion and introversion, and to determine the differences in these (if any) dimensions in relation to the variables: age, gender, education, team or individual sport, previously winning medals at national championship, coach earlier performances in competitions without winning medals, the desire to become a coach after his/her sports career, a former membership of the national team, the length of coach's experience in sport competition, quitting his/her sport career because of - the lack of ambition, injuries, decisions of the club, critical life events, voluntarily.

METHOD

Participants

We have examined a total of 88 coaches of various sports in Croatia, during a seminar for trainers organized by the Croatian Olympic Academy. The average age of coaches was 33 years (ranged from 18-55). On average, the coaches have been involved in competitive sports for 17 years (ranged from 0-39 years). As coaches, on average, the coaches are working seven years (ranged from 2-50 years). The distribution of coaches, according to the type of sport, was: Tae Kwon Do (n = 19), equestrian sport (n = 16), swimming (n = 15), handball (n = 12), gymnastics (n = 11), volleyball (n = 6), karate (n = 2) and one table tennis coach, one coach of rowing, diving, soccer, one sycamore and one mountain guide. In other words, 19 of them were from team sports, while the rest of the coaches were from individual sports. By gender, 51 coaches were male while 37 were female. In terms of marital status, in a whole sample, 41 coaches were not married, 41 were married, while 5 were divorced. Other characteristics of the sample are visible in Table 3.

Instruments

The study used Eysenck Personality Questionnaire (EPQ, Eysenck & Eysenck, 1975, Lojk, 1979), i.e., the scales of extraversion-introversion and psychoticism, from which only the following items number were analyzed: 1, 5, 10, 14, 17, 21, 25, 29, 32, 36, 40, 42, 45, 49, 52, 56, 60, 64, 70, 82, 86. Selected items contained 11 statements that were related to extraversion and 10 pertaining to in-

i Scree Plot. Primjenom opisanog postupka, pokazalo se da prostor introverzije s podacima iz uzorka trenera nije moguće interpretabilno i pouzdano opisati odgovarajućim latentnim dimenzijama pa su daljnje analize provedene isključivo za dvije interpretabilne facete ekstraverzije. Na temelju čestica koje zadovoljavajuće saturiraju glavne komponente, formirani su ukupni rezultati na pojedinim dimenzijama upitnika kao regresijski faktorski bodovi. Potom su primjenom adekvatnog parametrijskog (t-test za nezavisne uzorke) odnosno neparametrijskog

troversion. Participants were asked to read each question carefully and answer whether they agree or disagree (YES or NO), according to the content of the statements.

Methods of data analyses

The basic descriptive indicators were calculated: means, standard deviations and tests of the normality of distributions. The main components of this shortened version of the questionnaire were determined using Principal Component Analysis with Varimax rotation, with the criteria of the interpretability of components obtained, along

Table 1 - Descriptive statistics for all selected items of Eysenck Personality Questionnaire (EPQ) applied to a sample of coaches

Tablica 1. Deskriptivna statistika za sve odabrane čestice Eysenck Personality Questionnaire (EPQ) primijenjenog na uzorku trenera

Tvrđnje/ Items	Mini- mum	Maxi- mum	Aritm. sred./ Mean	Std. Rasprš./ Std. Dev.	Skewn./ Skewness	Kurtosis/ Kurtosis
Trebate li često prijatelje, koji imaju razumijevanja i koji vam daju podršku? / <i>You often need friends who have an understanding and giving you support?</i>	0	1	0,455	0,501	0,186	-2,012
Da li pričekate i razmislite prije no što se odlučite? / <i>Do you wait and think before you decide?</i>	0	1	0,784	0,414	-1,405	-0,027
Da li obično brzo i nepromišljeno nešto učinite ili kažete? / <i>Do you usually fast and recklessly do anything or say?</i>	0	1	0,352	0,480	0,629	-1,642
Da li vam naglo postane neugodno kad govorite s privlačnom nepoznatom osobom? / <i>Do you suddenly become uncomfortable when you speak with an attractive stranger?</i>	0	1	0,193	0,397	1,581	0,512
Da li često odlučujete bez oklijevanja, u momentu? / <i>Do you often decide without hesitation, at the moment?</i>	0	1	0,386	0,490	0,475	-1,816
Da li obično radije čitate nego da odlazite u društvo? / <i>Do you usually prefer to read than to go to the company?</i>	0	1	0,261	0,442	1,105	-0,797
Volite li hodati bez cilja? / <i>Do you like to walk without a goal?</i>	0	1	0,364	0,484	0,577	-1,707
Imate li prijatelja malo, ali dobrih? / <i>Do you have a few friends, but good?</i>	0	1	0,886	0,319	-2,477	4,232
Da li se obično lako opustite i dobro zabavljate u veselom društvu? / <i>Do you usually get a good time and relax in the company?</i>	0	1	0,818	0,388	-1,679	0,836
Da li drugi ljudi misle da ste živahni? / <i>Do other people think you're feisty?</i>	0	1	0,716	0,454	-0,974	-1,076
Da li u društvu skoro uvijek šutite? / <i>Do you always shut up in the company?</i>	0	1	0,182	0,388	1,679	0,836
Da li u slučaju kad želite saznati nešto novo, radije pogledate u knjigu nego da nekog upitate? / <i>Do you prefer to look in the book rather than to ask someone, in case when you want to learn something new?</i>	0	1	0,341	0,477	0,683	-1,570
Da li rado obavljate posao koji zahtijeva puno pažljivosti? / <i>Do you like to perform a job that requires a lot of vigilance?</i>	0	1	0,648	0,480	-0,629	-1,642
Da li vam je neprijatno među ljudima koji se šale na tuđi račun? / <i>Do you feel uncomfortable among people who makes jokes about other people?</i>	0	1	0,330	0,473	0,738	-1,490
Volite li raditi stvari koje zahtijevaju brze odluke? / <i>Do you like to do things that require quick decisions?</i>	0	1	0,477	0,502	0,093	-2,038
Da li vam je hod spor? / <i>Do you walk slowly?</i>	0	1	0,216	0,414	1,405	-0,027
Razgovarate li tako rado, da ne gubite ni jednu priliku za razgovor, makar s nepoznatom osobom? / <i>Do you like to talk so much, that you do not lose any opportunity to talk, even with a stranger?</i>	0	1	0,239	0,429	1,248	-0,454
Da li biste bili vrlo nesretni, ako ne biste duže vremena mogli vidjeti puno ljudi oko sebe? / <i>Would you be very unfortunate, if you wouldn't longer be able to see a lot of people around you?</i>	0	1	0,455	0,501	0,186	-2,012
Jeste li uvrijeđeni kada se otkriju pogreške u vašem radu? / <i>Are you offended when other people discover mistakes in your work?</i>	0	1	0,091	0,289	2,896	6,533
Da li se na veseloj zabavi uistinu teško zabavljate? / <i>Do you really hardly enjoy on the joyous party?</i>	0	1	0,045	0,209	4,440	18,129
Da li s lakoćom raspoložite prilično dosadno društvo? / <i>Do you easily lighten pretty boring company?</i>	0	1	0,602	0,492	-0,425	-1,862
Volite li praviti šale na račun drugih? / <i>Do you like to make jokes at the expense of others?</i>	0	1	0,420	0,496	0,328	-1,937

(Wilcoxonov W test) postupka određene statističke značajnosti razlika u dimenzijama upitnika i većeg skupa nezavisnih varijabli.

REZULTATI

U tablici 1 dane su deskriptivne karakteristike svih čestica Eysenckova upitnika ličnosti (EPQ). Već orijentacionim uvidom očigledno je da veće prosječne vrijednosti rezultata treneri postižu u česticama koje opisuju veću ekstraverziju.

Kaiser-Meyer-Olkinova mjera adekvatnosti uzorka (0,706), kao i Bartlettov test sfericiteta ($\chi^2= 207,049$; $df=36$; $p<0,01$) pokazuju da je matrica korelacija čestica Eysenckova upitnika ličnosti (EPQ) primijenjenog na uzorku trenera pogodna za faktorizaciju. Iz tablice 2 vidljivo je da su za česticu Da li često odlučujete bez oklijevanja, u momentu najveći i komunalitet i korelacija s drugom glavnom komponentom (nazvana je Impulzivnost). Za česticu Da li drugi ljudi misle da ste živahni najveći su i komunalitet i korelacija s prvom glavnom komponentom (nazvana je Socijalnost). Postotak objašnjene varijance ovog upitnika ukupno iznosi oko 52 %. Pouzdanost obje dvije latentne dimenzije (komponente) je srednje visoka i stoga zadovoljavajuća.

Tablica 2. Analiza glavnih komponenti (nakon 3 iteracije i varimax rotacije) za čestice Eysenck Personality Questionnaire (EPQ) primijenjenog na uzorku trenera

Tvrđnje/ Items	Socijalnost/ Sociability	Impulzivnost/ Impulsiveness	Communalities/ Communalities
Da li drugi ljudi misle da ste živahni? / <i>Do other people think you're feisty?</i>	0,786		0,619
Da li s lakoćom raspoložite prilično dosadno društvo? / <i>Do you easily lighten pretty boring company?</i>	0,721		0,576
Da li se obično lako opustite i dobro zabavljate u veselom društvu? / <i>Do you usually get a good time and relax in the company?</i>	0,691		0,488
Da li biste bili vrlo nesretni, ako ne biste duže vremena mogli vidjeti puno ljudi oko sebe? / <i>Would you be very unfortunate, if you wouldn't longer be able to see a lot of people around you?</i>	0,593		0,352
Razgovarate li tako rado, da ne gubite ni jednu priliku za razgovor, makar s nepoznom osobom? / <i>Do you like to talk so much, that you do not lose any opportunity to talk, even with a stranger?</i>	0,556		0,380
Da li često odlučujete bez oklijevanja, u momentu? / <i>Do you often decide without hesitation, at the moment?</i>		0,856	0,761
Da li obično brzo i nepromišljeno nešto učinite ili kažete? / <i>Do you usually fast and recklessly do anything or say?</i>		0,778	0,642
Volite li raditi stvari koje zahtijevaju brze odluke? / <i>Do you like to do things that require quick decisions?</i>		0,670	0,503
Volite li praviti šale na račun drugih? / <i>Do you like to make jokes at the expense of others?</i>		0,605	0,369
Karakteristični korijen / <i>Eigenvalue</i>	3,172	1,518	
Postotak objašnjene varijance (%) / <i>Variance Explained (%)</i>	35,249	16,865	52,115
Pouzdanost (Cronbachov alfa koeficijent) / <i>Reliability (Cronbach's Alpha coefficient)</i>	,716	,730	

U tablici 3 pokazane su razlike u izraženosti faceta ekstraverzije kod sportskih trenera u odnosu na veći broj nezavisnih varijabli. Pokazalo se da statistički značajne razlike postoje u odnosu na dimenziju koja je nazvana

with the Guttman-Kaiser criterion and the Scree Plot. By applying this procedure, it was shown that the space of introversion with the data from a sample of coaches cannot be interpretable and reliably described with the corresponding latent dimensions. So, further study is conducted only for two interpretable facets of extraversion. Based on the items that have satisfactorily saturated two main components, the overall results for the facets of the questionnaire have been formed as a regression factor scores. Then, by applying the appropriate parametric (t-test for independent samples) and nonparametric (Wilcoxon's W-test) procedures, statistically significant differences in the dimensions of the questionnaire according to a large set of independent variables are determined.

RESULTS

In Table 1, the descriptive characteristics of all items of Eysenck Personality Questionnaire (EPQ) are presented. Already with an orientation insight, it is apparent that the coaches achieved a higher means in items that describe increased extraversion.

Kaiser-Meyer-Olkin measure of sampling adequacy (0.706) and Bartlett's test of the sphericity (Chi-square = 207.049, $df = 36$, $p < 0.01$) show that the correlation ma-

Table 2 - Principal Component Analysis (after 3 iterations and Varimax rotation) for items of Eysenck Personality Questionnaire (EPQ), applied to a sample of coaches

trix among items of the Eysenck Personality Questionnaire (EPQ), applied in the sample of coaches, is suitable for factorization. From Table 2 it is evident that for the item Do you often decide without hesitation, at the moment, the

Tablica 3. Razlike u izraženosti faceta ekstraverzije kod sportskih trenera u odnosu na veći broj nezavisnih varijabli**Table 3 -** Differences in the facets of extraversion at sport coaches in relation to a large number of independent variables

Facete ekstraverzije / Facets of the extraversion	Aritmetička sredina (Standardno raspršenje) / Mean (Standard Deviations)	Statistički testovi / Statistical tests	
	Osvajači medalja na državnom prvenstvu (47) / Medals won at the state championships (47)	Nisu osvojili medalje na državnom prvenstvu (41) / Without won medals on the state championships (41)	t-test
Socijalnost / Sociability	-0,111 (1,002)	0,127 (0,995)	1,116
Impulzivnost / Impulsiveness	0,243 (1,038)	-0,279 (0,887)	-2,544**
	Natjecanja bez medalja (29) / Competitions without medals (29)	Osvajali medalje (59) / Competitions with medals (59)	t-test
Socijalnost / Sociability	-0,125 (1,125)	0,062 (0,937)	0,823
Impulzivnost / Impulsiveness	0,216 (0,968)	0,106 (1,006)	-1,426
	Ne biti trener nakon karijere (44) / Without will to be coach after career (44)	Trener nakon karijere (44) / Coach after career (44)	t-test
Socijalnost / Sociability	-0,061 (1,043)	0,061 (0,963)	-0,572
Impulzivnost / Impulsiveness	0,038 (1,090)	-0,038 (0,913)	0,355
	Prestanak – kritični događaji (11) / Termination career – critical events (11)	Prestanak – drugi razlozi (77) / Other reasons for termination of sport career (77)	Wilcoxon W
Socijalnost / Sociability	-0,102 (0,802)	0,015 (1,021)	444
Impulzivnost / Impulsiveness	-0,072 (1,018)	0,010 (1,004)	467
	Prestanak ambicija (21) / Termination career – lack of ambitions (21)	Prestanak – drugi razlozi (67) / Other reasons for termination of sport career (67)	Wilcoxon W
Socijalnost / Sociability	-0,091 (1,058)	0,028 (0,988)	909
Impulzivnost / Impulsiveness	0,087 (1,086)	-0,027 (0,978)	2952
	Prestanak odluka kluba (21) / Termination career by decision of the club (21)	Prestanak – drugi razlozi (71) / Other reasons for termination of sport career (71)	Wilcoxon W
Socijalnost / Sociability	-0,060 (1,121)	0,014 (0,977)	737
Impulzivnost / Impulsiveness	0,501 (1,090)	-0,120 (0,946)	2936*
	Prestanak ozljeda (40) / Termination career - injuries (40)	Prestanak – drugi razlozi (48) / Other reasons for termination of sport career (48)	t-test
Socijalnost / Sociability	-0,039 (0,963)	0,032 (1,039)	0,328
Impulzivnost / Impulsiveness	-0,086 (0,964)	0,072 (1,033)	0,738
	Prestanak svojevorno (23) / Willful termination of sport career (23)	Prestanak – drugi razlozi (65) / Other reasons for termination of sport career (65)	t-test
Socijalnost / Sociability	-0,052 (0,956)	0,018 (1,022)	0,290
Impulzivnost / Impulsiveness	0,341 (1,087)	-0,121 (0,947)	-1,935*
	Nečlanovi seniorske reprezentacije (70) / Non-members of senior national team (70)	Članovi seniorske reprezentacije (18) / Members of senior national team (18)	Wilcoxon W
Socijalnost / Sociability	0,065 (1,035)	-0,252 (0,826)	653
Impulzivnost / Impulsiveness	-0,167 (0,930)	0,650 (1,022)	2819**
	Trenerice (37) / Female coaches (37)	Treneri (51) / Male coaches (51)	t-test
Socijalnost / Sociability	0,266 (0,943)	-0,193 (1,004)	2,170*
Impulzivnost / Impulsiveness	-0,255 (1,019)	0,185 (0,954)	-2,078*
	Srednja stručna sprema (67) / High school (67)	Visoka stručna sprema (21) / University degree (21)	t-test
Socijalnost / Sociability	-0,013 (1,016)	0,078 (0,999)	-0,222
Impulzivnost / Impulsiveness	0,043 (0,970)	-0,249 (0,987)	1,312
	Dobna grupa - mladi (51) / Age group - young (51)	Dobna grupa - stariji (37) / Age group - older (37)	t-test
Socijalnost / Sociability	-0,032 (1,074)	0,044 (0,901)	-0,348
Impulzivnost / Impulsiveness	0,027 (1,035)	-0,037 (0,963)	0,291
	Iskustvo natjecanja kratkotrajnije (64) / Shorter experience in contests (64)	Iskustvo natjecanja dugotrajnije (23) / Longer experience in contests (23)	t-test
Socijalnost / Sociability	-0,106 (1,052)	0,318 (0,798)	-1,758
Impulzivnost / Impulsiveness	0,074 (1,014)	-0,214 (0,973)	1,181
	Momčadski sport (19) / Team sport (19)	Individualni sport (69) / Individual sport (69)	Wilcoxon W
Socijalnost / Sociability	-0,029 (1,213)	0,008 (0,943)	3059,5
Impulzivnost / Impulsiveness	-0,016 (0,959)	0,004 (1,018)	3060,5

socijalnost, postoje jedino za varijablu spol: žene imaju izraženiju socijalnost od muškaraca. Statistički značajne razlike postoje u odnosu na dimenziju koja je nazvana impulzivnost, pronađene su za sljedeće nezavisne varijable: osvajači medalja na državnom prvenstvu (oni koji su osvajali medalje impulzivniji su u odnosu na one koji nisu osvajali medalje); prestanak karijere odlukom kluba (oni koji su završili karijeru odlukom kluba impulzivniji su u odnosu na one koji nisu završili karijeru odlukom kluba); svojevolumni prestanak karijere (oni koji su samovoljno završili karijeru impulzivniji su u odnosu na one koji to nisu učinili svojom voljom); članstvo u seniorskoj reprezentaciji (oni koji su bili članovi seniorske reprezentacije impulzivniji su u odnosu na one koji to nisu bili); spol (treneri su impulzivniji u odnosu na trenerice).

DISKUSIJA

Glavni nalaz istraživanja je da postoji relativno mali broj statistički značajnih razlika među trenerima različitih sportova u dimenzijama ekstraverzije, u odnosu na veliki skup nezavisnih varijabli: sociodemografskih, vezanih uz prethodnu sportsku karijeru te uz sam trenerski posao. Nadalje, bitan je nalaz da su svi treneri generalno vrlo ekstravertirani, što se može očitovati i u nedovoljno interpretabilnoj i nepouzdanoj latentnoj strukturi introverzije, koju se nije moglo uspješno identificirati, barem u ovom skraćenoj verziji upitnika i na ovom uzorku trenera. Ovakav rezultat mogao je biti i očekivan, s obzirom da je trenerov rad zapravo kontinuiran i blizak rad s ljudima. Dobivene latentne dimenzije, tj. facete impulzivnosti i socijalnosti, vrlo su bliske onima koje su ranije navedene (Costa i McCrae, 2005): druželjubljiost se može gotovo posve poistovjetiti sa socijalnošću, dok je impulzivnost kombinacija asertivnosti i traženja uzbuđenja. Odnosno, socijalnost je više vezana uz zajedništvo, a impulzivnost uz djelotvornost (Paulhus i John, 1998). Različiti smjerovi razlika u ove dvije facete posebno se očituju na području rodnih razlika među trenerima: trenerice su socijalnije a treneri impulzivniji. Tumačenje ovakvih razlika mogu se pronaći u nalazima vezanim uz rodne uloge i stereotipe (Schaefer i Lamm, 1995), koje čine određena ponašanja, stavovi i aktivnosti koje društvena zajednica očekuje od pripadnika određenog spola. «Tipični» muškarac smatra se asertivnijim, aktivnijim, objektivnijim, racionalnijim i kompetentnijim od tipične žene, a «tipična» žena se smatra pasivnijom, emocionalnijom, submisivnijom, suosjećajnijom i osjetljivijom od tipičnog muškarca (Spence, Deaux i Elmreich, 1985).

highest values of communalities and its correlation with the second principal component (called Impulsiveness) are found. For the item Do other people think you're feisty the highest values of communalities and its correlation with the first principal component (called Sociability) are found. Percentage of explained variance of the questionnaire in total is about 52%. Reliability for both two latent dimensions (components) is a medium-high and therefore satisfying.

Table 3 displays the differences in the facets of extraversion in sport coaches in relation to a large number of independent variables. It was shown that among significant differences which exist in the dimension that was called Sociability, exists only one, for the variable gender: women have higher results in Sociability than men. More statistically significant differences exist in the dimension that is called Impulsiveness. Differences were found for the following variables: medals won at the state championships (those who won medals are more impulsive than those who did not win medals); termination career by the decision of the club (those who terminated their career by the decision of the club are more impulsive than those who had not completed a career by the decision of the club); willful termination of sport career (those who voluntarily ended their career are more impulsive than those who did not do it by their own will); membership in the senior national team (those who were members of the national team are more impulsive than those who were not), gender (male coaches are more impulsive than female coaches).

DISCUSSION

The main finding is that there is a relatively small number of statistically significant differences between coaches of different sports in the dimensions of extraversion, in relation to a large set of independent variables: socio-demographic, related with preceded sport career and coaching job. Furthermore, an important finding is that all coaches are generally very extraverted, which can be reflected by insufficient and unreliable interpretable latent structure of the introversion (this structure could not be successfully identified, at least in this short version of the questionnaire, for this sample of coaches). Such a result could be expected, considering that the coach's job is actually continuously and closely linked with working with people. The resulting latent dimensions, i.e. facets of impulsivity and sociability, are very close to those previously mentioned ones (Costa & McCrae, 2005): friendliness can be almost completely identified with sociability, while impulsiveness can be perceived as a combination of assertiveness and sensation seeking, i.e., sociability is more related to the fellowship, while

Vjeruje se da muškarci u većoj mjeri posjeduju tzv. instrumentalne karakteristike (npr. usmjerenost cilju, neovisnost i odlučnost), dok žene u većoj mjeri posjeduju tzv. ekspresivne karakteristike (orijentirane su na međuljudske odnose, ljubazne i osjećajne). O razlozima zbog čega su više impulzivni pojedinci koji su završili karijeru svojevrijedno ili odlukom kluba, kao i oni koji su bili članovi seniorske reprezentacije odnosno osvajači medalja na državnom prvenstvu, možemo samo spekulirati. Međutim, najvjerojatnije tumačenje može dati pretpostavka da je impulzivno djelovanje (u ovom kontekstu) povezano s potencijalnom asertivnošću, traženjem uzbuđenja, što se sve može povezati i s većom djelotvornošću, prije nego s usmjerenošću prema drugim ljudima. Zanimljivo je da nema nikakvih razlika u ekstraverziji u odnosu na trenersko iskustvo, stručnu spremu, a pogotovo s obzirom na činjenicu je li riječ o trenerima momčadskih ili pojedinačnih sportova. Nedostaci istraživanja ponajprije proizlaze iz činjenice da je uzorak ispitanika bio izrazito heterogen, u odnosu na vrste sportova u kojima su treneri angažirani. Zato je mogućnost generalizacije rezultata ovog istraživanja izrazito ograničena. Praktične implikacije istraživanja mogu se ogledati u mogućnosti da se facete ekstraverzije razmatraju kao bitna obilježja koju treba razmatrati kod odabira trenerskog poziva. U budućim bi se istraživanjima moglo proširiti uzorak entiteta, u smislu obuhvaćanja stratificiranog i većeg uzorka trenera različitih sportova. Nadalje, mogli bismo ispitati veći broj faceta ekstraverzije, primjenom različitog instrumentarija, ali i dovodeći ekstraverziju u relaciju s drugim osobinama ličnosti, ili pak pokazateljima uspješnosti pojedinog trenera u svom poslu.

ZAKLJUČAK

U istraživanju se pokazalo da se na temelju odabranih čestica EPQ upitnika može dobiti interpretabilne i pouzdane facete ekstraverzije, ali ne i introverzije. Samo je jedna statistički značajna razlika pronađena u odnosu na dimenziju socijalnosti, gdje se pokazalo da trenerice imaju izraženiju socijalnost od muškaraca. U odnosu na dimenziju impulzivnosti, pokazalo se da su impulzivniji treneri koji su vlastitoj sportskoj karijeri bili osvajači medalja na državnom prvenstvu (u odnosu na neosvajače), kao i oni koji su završili sportsku karijeru odlukom kluba ili svojevrijedno. Bivši članovi seniorske reprezentacije impulzivniji su u odnosu na one koji to nisu bili, dok su treneri impulzivniji u odnosu na trenerice.

the effectiveness is more related to impulsivity (Paulhus & John, 1998). Different directions of the differences in these two facets are especially evident in the area of gender differences among coaches: female coaches are more sociable, while male are more impulsive. The interpretation of these differences can be found in the findings related to the gender roles and stereotypes (Schaefer & Lamm, 1995) that make certain behaviors, attitudes and actions that the community expects from the members of a particular gender. "Typical" man is considered as more assertive, active, objective, rational and competent than the typical woman, while a "typical" woman is considered to be more passive, emotional, submissive, compassionate and sensitive than the typical man (Spence, Deaux & Elmreich, 1985). It is believed that men have largely so-called instrumental characteristics (e.g., goal orientation, independence and determination), while women largely have so-called expressive features (orientation toward interpersonal relationships, kindness and compassion). The reasons why the individuals who have completed a career voluntarily or by the decision of the club, as well as those who were members of the senior national team or won medals at the national championships, are more impulsive, can be only speculated. However, the most likely explanation may be given based on the assumption that the impulsive action (in this context) is associated with a potential assertiveness and sensation seeking, which can all be linked to increasing efficiency, rather than with orientation towards other people. It is interesting that there is no difference in extroversion compared to coaching experience, educational qualifications, and especially in terms of whether they are coaches of team or individual sports. Disadvantages of research arise primarily from the fact that the sample was highly heterogeneous, with respect to the types of sports for which coaches are hired. So, the possibility of generalization of the results of this study is strongly limited. Practical implications of the research can be extended to a possibility that the facets of extraversion have to be considered as an element important for the selection of the coaching profession. In future research, the sample entities could be expanded, in terms of coverage of a larger and stratified sample of coaches in different sports. In addition, future research can include a number of facets of extraversion, the use of different instruments, but also bringing extraversion in relation to other personality traits, or performance indicators of each coach in his work.

CONCLUSION

The study showed that, on the basis of the selected items of the EPQ questionnaire, it can obtain reliable and

Izjava autora

Autori pridonijeli jednako.

Konflikt interesa

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interpretable facets of extraversion, but not of introversion. Only one statistically significant difference was found in the dimension of sociability, where it was shown that female coaches have a higher sociability than male ones. For the dimension of impulsivity, it was shown that more impulsive are coaches who won medals at the national championships in their own sport career (in relation to those who did not won medals), as well as those who have completed their sport career by the decision of the club or voluntarily. Former members of the senior national team are more impulsive than those who were not, while the male coaches are more impulsive than the female ones.

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