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UNIVERZITA KARLOVA
FAKULTA TĚLESNÉ VÝCHOVY A SPORTU
Josef Martího 31, 162 52 Praha 6-Vešelavín

Žádost o vyjádření Etické komise UK FTVS

k projektu výzkumné, kvalifikační či seminární práce zahrnující lidské účastníky

Název projektu: Hodnoty vnímané hráči v českém ragby oproti uváděným hodnotám daného sportu.

Forma projektu: výzkumná práce – bakalářská práce

Období realizace: listopad 2023 – prosinec 2023

Výzkum bude realizován v souladu s platnými epidemiologickými opatřeními Ministerstva zdravotnictví ČR.

Předkladatel: Jakub Pospíšil, UK FTVS, Management TVS

Hlavní řešitel: Jakub Pospíšil, UK FTVS, Management TVS

Místo výzkumu (pracoviště): anonymizováno, rozhovory budou probíhat na neutrálním, bezpečném, předem domluveném místě

Vedoucí práce (v případě studentské práce): Mgr. Billy Crossan, Ph.D.

Popis projektu: Hlavním cílem bakalářské práce je prostřednictvím kombinace kvantitativního a kvalitativního výzkumu porovnat hodnoty českého ragby v porovnání s uváděnými hodnotami daného sportu. Výzkum se zaměří na hráče a trenéry a jejich vnímání hodnot v ragby. Cílem je tedy zjistit, jak vnímají účastníci českého ragby hodnoty daného sportu a zda dochází k odchylce.

Pro získání požadovaných dat bude využit polostrukturovaný dotazník (pro kvantitativní metodu) a polostrukturované rozhovory s vybranými činiteli v ragbyové unii. V rozhovorech nebudou zjišťovány civilové informace. Kvantitativní dotazník bude skrze manažera týmu zaslán hráčům, kteří na něj anonymně odpoví. Dotazník nebude veřejně dostupný na internetu.

Díky výzkumu lze zjistit, zda se koncepce ČSRU (Česká ragbyová unie) ohledně hodnot dostane přes trenéry až k hráčům a jestli odpovídají hodnotám ragby.

Charakteristika účastníků výzkumu: Při první tzv. kvantitativní části by mělo dojít k rozeslání dotazníku do týmů, které hrají v soutěžích vyhlášené ČSRU – viz níže. Pozvání k účasti organizacím, případně přes vlastní kontakty. Odpovědi se budou vracet online formou. Očekávaný počet je cca 40 dospělých hráčů.

V druhé tzv. kvalitativní části budou osloveni dospělí trenéři a činitelé (3-5), ve věkovém rozsahu 35-55 let, se kterými bude proveden rozhovor. Díky rozhovorům lze nahlédnout to trenérské koncepce a filozofie a díky dotazníkům lze zjistit, jaký to má efekt na hráče. Bude se také zkoumat, zda trenéři ctí ragbyové hodnoty v jejich trenérské identitě. Účastníci kvalitativního výzkumu budou kontaktováni pomocí jejich pracovních emailů zveřejněných na webu.

Zajištění bezpečnosti: Rizika prováděného výzkumu nebudou vyšší než očekávaná rizika v rámci daného výzkumu. Rozhovory budou probíhat na neutrálním, bezpečném, předem domluveném místě.

Etické aspekty výzkumu: Výzkum je bez účasti vulnerabilních skupin a jednotlivců.

Potenciální střet zájmů: Vztah k danému sportu: předkladatel je aktivním hráčem ragby. K potenciálnímu či skutečnému střetu zájmů v rámci výzkumu dojít nemůže, jelikož předkladatel neprovádí rozhovor s žádným z jeho aktuálních trenérů. Zároveň je výzkum zcela dobrovolný a dotazovaný má tak plné právo odmítnout zodpovězení otázky či se výzkumu neúčastnit. Předkladatel nemá žádný zájem na ovlivnění výzkumu a jeho výsledků. Výzkum bude čistě objektivní. K žádnému ze zkoumaných klubů nemám vztah. Mám vztah k ragbyovému klubu, který není součástí výzkumu. Názvy klubů se nebudou publikovat, budou pseudonymizovány. Zkoumat se bude 4-6 týmu z nejvyšší soutěže a možnost 1-2 týmu z nižší výkonnostní soutěže.

Ochrana osobních dat: Data budou shromažďována a zpracovávána v souladu s pravidly vymezenými nařízením Evropské Unie č. 2016/679 a zákonem č. 110/2019 Sb. – o zpracování osobních údajů. Budou získávány následující osobní údaje: **dotazník:** věk a odpovědi na otázky z dotazníku, případně e-mail;

polostrukturovaný rozhovor: jméno, příjmení, věk, emailová adresa a odpovědi na otázky z rozhovoru.

Všechny získané údaje budou bezpečně uchovány na heslem zajištěném počítači v uzamčeném prostoru, přístup k nim bude mít vedoucí práce a já. Uvědomuji si, že text je anonymizován, neobsahuje-li jakékoli informace, které jednotlivě či ve svém souhrnu mohou vést k identifikaci konkrétní osoby – budu dbát na to, aby jednotliví účastníci nebyli rozpoznatelní v textu práce. Osobní data, která by vedla k identifikaci účastníků výzkumu, budou do 1 týdne po testování anonymizována. Získaná data budou zpracovávána, bezpečně uchována a publikována v anonymní podobě v bakalářské práci, případně v odborných časopisech, monografiích a prezentována na konferencích, případně budou využita při další výzkumné práci na UK FTVS.

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Pořizování fotografií/videl/audio nahrávek účastníků: Rozhovor bude nahrán na diktafon či mobilní telefon, poté bude nahrán do počítače a bezprostředně poté z diktafonu či mobilního telefonu smazán. Po přepsání rozhovoru a anonymizaci osobních dat bude nahrávka smazána nejpozději do 1 týdne. Neanonymizovaná nahrávka verze rozhovoru bude bezpečně uchována pouze u hlavního řešitele na heslem zabezpečeném počítači a nebude nikde zveřejňována. Po přepsání bude respondentům text předložen ke schválení. Zveřejněny budou pouze přepsané anonymizované a respondenty schválené rozhovory či jejich části. Poté bude vymazán i záznam z počítače, který již nebude zapotřebí. V maximální možné míře zajistím, aby získaná data nebyla zneužita.

Text informovaného souhlasu (IS): přiložen IS a zjednodušený IS k dotazníku

Povinností všech účastníků výzkumu na straně řešitele je chránit život, zdraví, důstojnost, integritu, právo na sebeurčení, soukromí a osobní data zkoumaných subjektů, a podniknout k tomu veškerá preventivní opatření. Odpovědnost za ochranu zkoumaných subjektů leží vždy na účastnících výzkumu na straně řešitele, nikdy na zkoumaných, byť dali svůj souhlas k účasti na výzkumu. Všichni účastníci výzkumu na straně řešitele musí brát v potaz etické, právní a regulační normy a standardy výzkumu na lidských subjektech, které platí v České republice, stejně jako ty, jež platí mezinárodně. Potvrzuji, že tento popis projektu odpovídá návrhu realizace projektu a že při jakékoli změně projektu, zejména použitých metod, zašlu Etické komisi UK FTVS revidovanou žádost.

V Praze dne: 22. 11. 2023

Podpis předkladatele:

Datum a podpis odpovědného pracovníka z místa výzkumu:

Vyjádření Etické komise UK FTVS

Složení komise: Předsedkyně: doc. PhDr. Irena Parry Martinková, Ph.D.

Členové: prof. MUDr. Jan Heller, CSc.

prof. PhDr. Pavel Slepíčka, DrSc.

PhDr. Pavel Hráský, Ph.D.

Mgr. Eva Prokešová, Ph.D.

Mgr. Tomáš Ruda, Ph.D.

MUDr. Simona Majorová

Projekt práce byl schválen Etickou komisí UK FTVS pod jednacím číslem: 149/2023

dne: 22. 11. 2023

Etická komise UK FTVS zhodnotila předložený projekt a neshledala rozpory s platnými zásadami, předpisy a mezinárodními směrnici pro provádění výzkumu zahrnujícího lidské účastníky.

Řešitel projektu splnil podmínky nutné k získání souhlasu Etické komise UK FTVS.

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Etická komise UK FTVS

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podpis předsedkyně EK UK FTVS

Attachment No.1: Informed consent for interviews - blank

INFORMOVANÝ SOUHLAS k žádosti 179/2023 - rozhovory

Vážený pane,

v souladu se Všeobecnou deklarací lidských práv, nařízením Evropské Unie č. 2016/679 a zákonem č. 110/2019 Sb. – o zpracování osobních údajů a dalšími obecně závaznými právními předpisy (jakož jsou zejména Helsinská deklarace, přijatá 18. Světovým zdravotnickým shromážděním v roce 1964 ve znění pozdějších změn (Fortaleza, Brazílie, 2013); Zákon o zdravotních službách a podmínkách jejich poskytování (zejména ustanovení § 28 odst. 1 zákona č. 372/2011 Sb.) a Úmluva o lidských právech a biomedicíně č. 96/2001, jsou-li aplikovatelné), Vás žádám o souhlas s účastí ve výzkumném projektu na UK FTVS v rámci bakalářské práce s názvem "Hodnoty vnímané hráči v českém ragby oproti uváděným hodnotám daného sportu" prováděné na s Vámi domluveném, k výzkumu neutrálním a bezpečným místě.

Projekt bude probíhat v období: od listopadu 2023 do prosince 2023.

Výzkum bude realizován v souladu s platnými epidemiologickými opatřeními Ministerstva zdravotnictví ČR.

Cílem výzkumného projektu je zjistit, jak se hráči a trenéři v českém ragby staví k ragbovým hodnotám.

Metoda sběru dat je neinvazivní. Jde o osobní dotazování formou polostrukturovaných rozhovorů. Rozhovory budou probíhat na základě dohody s Vámi na předem domluveném neutrálním bezpečném místě a budou trvat maximálně 45 minut.

Jednotlivé otázky byly prokonzultovány s vedoucím bakalářské práce. V případě, že by i přes tuto snahu některá z otázek vyvolala emocionální reakci, bude Vám navržena možnost rozhovor pozastavit a dokončit jej v jiný den. Pokud Vám některá z otázek přijde neadekvátní, bude z rozhovoru vynechána (nemusíte odpovídat na všechny otázky!).

Rozhovor bude nahrán na diktafon či mobilní telefon, bezprostředně poté bude nahrán do počítače a z diktafonu či mobilního telefonu smazán. Po přepsání rozhovoru a anonymizaci osobních dat bude nahrávka smazána nejpozději do 1 týdne. Neanonymizovaná nahraná verze rozhovoru bude bezpečně uchována pouze u hlavního řešitele na heslem zabezpečeném počítači a nebude nikde zveřejňována. Po přepsání Vám bude text předložen ke schválení. Zveřejněny budou pouze přepsané anonymizované a Vámi schválené rozhovory či jejich části. Hned poté bude vymazán i záznam z počítače, který již nebude zapotřebí.

Rizika výzkumného projektu nebudou vyšší než běžně očekávaná rizika v rámci tohoto typu výzkumu.

Výzkumu se nezúčastní osoby s akutním (zejména infekčním) onemocněním.

Vaše účast v projektu je zcela dobrovolná a nebude finančně ohodnocena.

Přínos tohoto výzkumného projektu bude pro další generace dětí, kluby i širší veřejnost. Nashromážděná data mohou pozitivně zlepšit fungování vybraného sportu.

S celkovými výsledky a závěry výzkumného projektu se můžete seznámit na e-mailové adrese pospisiljakub15@gmail.com

Ochrana osobních dat: Data budou shromažďována a zpracovávána v souladu s pravidly vymezenými nařízením Evropské Unie č. 2016/679 a zákonem č. 110/2019 Sb. – o zpracování osobních údajů.

Budou získávány následující osobní údaje: jméno, příjmení, věk, e-mailová adresa a odpovědi na otázky z rozhovoru – tyto údaje budou bezpečně uchovány na heslem zajištěném počítači v uzamčeném prostoru, přístup k nim bude mít vedoucí práce a já. Uvědomuji si, že text je anonymizován, neobsahuje-li jakékoli informace, které jednotlivě či ve svém souhrnu mohou vést k identifikaci konkrétní osoby – budu dbát na to, aby jednotliví účastníci nebyli rozpoznatelní v textu práce. Osobní data, která by vedla k identifikaci účastníků výzkumu, budou do 1 týdne po testování anonymizována.

Získaná data budou zpracovávána, bezpečně uchována a publikována v anonymní podobě v bakalářské práci, případně v odborných časopisech, monografiích a prezentována na konferencích, případně budou využita při další výzkumné práci na UK FTVS.

Pořizování fotografií/videí účastníků: Během výzkumu nebudou pořizeny žádné fotografie a videa.

V maximální možné míře zajistím, aby získaná data nebyla zneužita.

Jméno a příjmení předkladatele a hlavního řešitele projektu Jakub Pospíšil

Jméno a příjmení osoby, která provedla poučení: Jakub Pospíšil Podpis:
.....

Prohlašuji a svým níže uvedeným vlastnoručním podpisem potvrzuji, že dobrovolně souhlasím s účastí ve výše uvedeném projektu a že jsem měl(a) možnost si řádně a v dostatečném čase zvážit všechny relevantní informace o výzkumu, zeptat se na vše podstatné týkající se účasti ve výzkumu a že jsem dostal(a) jasné a srozumitelné odpovědi na své dotazy. Byl(a) jsem poučen(a) o právu odmítnout účast ve výzkumném projektu nebo svůj souhlas kdykoli odvolat bez represí, a to písemně Etické komisi UK FTVS, která bude následně informovat předkladatele projektu. Dále potvrzuji, že mi byl předán jeden originál vyhotovení tohoto informovaného souhlasu.

Místo, datum

Jméno a příjmení účastníka Podpis:
.....

Souhlasím s textem přepsaného a anonymizovaného rozhovoru v rámci výše uvedeného výzkumu.

Místo, datum

Jméno a příjmení účastníka Podpis:
.....

Attachment No. 2 - Informed consent for questionnaires

Zjednodušený informovaný souhlas pro dotazníky

Dobrý den,

jmenuji se Jakub Pospíšil a jsem studentem 4. ročníku UK FTVS a dělám výzkum na téma „Hodnoty vnímané hráči v českém ragby oproti uváděným hodnotám daného sportu“. Cílem výzkumného projektu je zjistit, jak se hráči a trenéři v českém ragby staví k ragbyovým hodnotám.

Dotazník obsahuje 24 otázek a zabere zhruba 10 minut.

Dotazník je určen pro hráče ragby z České republiky ve věku 18–45 let, kteří se aktivně věnují výkonnostnímu ragby.

Dotazník je možné vyplnit nejpozději do 30. listopadu 2023.

Výzkum byl schválen Etickou komisí UK FTVS pod číslem 179/2023.

Získaná data budou zpracována, publikována a uchována v anonymní podobě, budou využita pro výzkum na UK FTVS a ochráněna před jiným užitím. S výsledky studie se můžete seznámit na emailové adrese: pospisljakub15@gmail.com

Vyplněním a odevzdáním dotazníku potvrzujete, že dobrovolně souhlasíte se svojí účastí v této výzkumné studii, o které jste byl/a informován/a, jakož i o právu odmítnout účast nebo svůj souhlas kdykoli odvolat bez represí, a to písemně Etické komisi UK FTVS. Předem děkuji za Vaši ochotu a spolupráci.

Attachment No. 3 – The questionnaire

Bakalářská práce - Ragbyové hodnoty

Dobrý den, jmenuji se Jakub Pospíšil a jsem studentem 4. ročníku UK FTVS a dělám výzkum na téma

„Hodnoty vnímané hráči v českém ragby oproti uváděným hodnotám daného sportu“.

Cílem

výzkumného projektu je zjistit, jak se hráči a trenéři v českém ragby staví k ragbyovým hodnotám.

Dotazník obsahuje 20 otázek a zabere zhruba 10 minut.

* Označuje povinnou otázku

1. K jakému týmu patříš? (napiš celé jméno, ne jen zkratku, př. Slavia) *

.....

2. Kolik let hraješ ragby? *

.....

3. Do jaké věkové skupiny patříš? *

Označte jen jednu elipsu.

18-19

20-25

25-30

30-35

35+

4. Jakého nejvyššího vzdělání jsi dosáhl? *

Označte jen jednu elipsu.

- SŠ
- SŠ + maturita
- Bakalář
- Magistr
- Vyšší
- Inženýr

Ragbyové hodnoty ČSRU

Nejprve si ukažme, jak World Rugby definuje ragbyové hodnoty:

- **Respekt** - respekt k spoluhráčům, soupeřům, rozhodčím a všem, kdo jsou zapojeni do hry, je zásadní.
- **Disciplína** - je nedílnou součástí hry jak na hřišti, tak mimo něj a projevuje se dodržováním pravidel, předpisů a hlavních hodnot ragby.
- **Solidarita** (vzájemná podpora) - Ragby poskytuje sjednocující duch, který vede k celoživotním přátelstvím, kamarádství, týmové spolupráci a loajalitě, která překračuje kulturní, geografické, politické a náboženské rozdíly.
- **Vášeň** - Lidé milující ragby projevují vášnivý zájem o hru. Ragby vyvolává vzrušení, emocionální připoutání a pocit příslušnosti k celosvětové ragbyové rodině.
- **Integrita** (věrnost morálním zásadám) je středobodem hry a vytváří se prostřednictvím upřímnosti a fair playe.

Budete požádáni, abyste vyhodnotili sebe, svůj tým, svého trenéra a ostatní týmy na základě každé z těchto hodnot.

Respekt

Respekt - respekt k spoluhráčům, soupeřům, rozhodčím a všem, kdo jsou zapojeni do hry, je zásadní.

5. Jaký důraz kladeš na respekt **ty**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

6. Jaký důraz kladeš na respekt tvůj **tým**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

7. Jaký důraz kladeš na respekt tvůj **trenér**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

Disciplína

Disciplína - je nedílnou součástí hry jak na hřišti, tak mimo něj a projevuje se dodržováním pravidel, předpisů a hlavních hodnot ragby.

8. Jaký důraz kladeš na disciplínu **ty**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

9. Jaký důraz klade na disciplínu tvůj **tým**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

10. Jaký důraz klade na disciplínu tvůj **trenér**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

Solidarita

Solidarita (vzájemná podpora) - Ragby poskytuje sjednocující duch, který vede k celoživotním přátelstvím, kamarádství, týmové spolupráci a loajalitě, která překračuje kulturní, geografické, politické a náboženské rozdíly.

11. Jaký důraz kladeš na solidaritu **ty**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

12. Jaký důraz klade na solidaritu tvůj **tým**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

13. Jaký důraz klade na solidaritu tvůj **trenér**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

Vášeň

Vášeň - Lidé milující ragby projevují vášnivý zájem o hru. Ragby vyvolává vzrušení, emocionální připoutání a pocit přináležitosti k celosvětové ragbyové rodině.

14. Jaký důraz kladeš na vášně **ty**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

15. Jaký důraz klade na vášeň **tvůj tým**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

16. Jaký důraz klade na vášeň **tvůj trenér**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

Integrita

Integrita (věrnost morálním zásadám) je středobodem hry a vytváří se prostřednictvím upřímnosti a fair playe.

17. Jaký důraz kladeš na integritu **ty**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

18. Jaký důraz klade na integritu **tvůj tým**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

19. Jaký důraz klade na integritu **tvůj trenér**? *

Označte jen jednu elipsu.

1 2 3 4 5 6 7

Nejr Nejvíce

20. Vyber jeden tým (mimo vlastního) co klade největší a jeden tým co klade nejmenší důraz na následující hodnotu: **respekt?**

Zaškrtněte všechny platné možnosti.

	Nejmenší důraz	Největší důraz
RC Říčany	<input type="checkbox"/>	<input type="checkbox"/>
RC Sparta	<input type="checkbox"/>	<input type="checkbox"/>
RC Praga	<input type="checkbox"/>	<input type="checkbox"/>
RC Tatra	<input type="checkbox"/>	<input type="checkbox"/>
RC Dragon Bmo	<input type="checkbox"/>	<input type="checkbox"/>
RC Jimi Vyškov	<input type="checkbox"/>	<input type="checkbox"/>

21. Vyber jeden tým (mimo vlastního) co klade největší a jeden tým co klade nejmenší důraz na následující hodnotu: **disciplína?**

Zaškrtněte všechny platné možnosti.

	Nejmenší důraz	Největší důraz
RC Říčany	<input type="checkbox"/>	<input type="checkbox"/>
RC Sparta	<input type="checkbox"/>	<input type="checkbox"/>
RC Praga	<input type="checkbox"/>	<input type="checkbox"/>
RC Tatra	<input type="checkbox"/>	<input type="checkbox"/>
RC Dragon Bmo	<input type="checkbox"/>	<input type="checkbox"/>
RC Jimi Vyškov	<input type="checkbox"/>	<input type="checkbox"/>
RC Slavia	<input type="checkbox"/>	<input type="checkbox"/>
RC Zlín	<input type="checkbox"/>	<input type="checkbox"/>

22. Vyber jeden tým (mimo vlastního) co klade největší a jeden tým co klade nejmenší důraz na následující hodnotu: **integrita?**

Zaškrtněte všechny platné možnosti.

	Nejmenší důraz	Největší důraz
RC Říčany	<input type="checkbox"/>	<input type="checkbox"/>
RC Sparta	<input type="checkbox"/>	<input type="checkbox"/>
RC Praga	<input type="checkbox"/>	<input type="checkbox"/>
RC Tatra	<input type="checkbox"/>	<input type="checkbox"/>
RC Dragon Bmo	<input type="checkbox"/>	<input type="checkbox"/>
RC Jimi Vyškov	<input type="checkbox"/>	<input type="checkbox"/>
RC Slavia	<input type="checkbox"/>	<input type="checkbox"/>

23. Vyber jeden tým (mimo vlastního) co klade největší a jeden tým co klade nejmenší důraz na následující hodnotu: **solidarita?**

Zaškrtněte všechny platné možnosti.

	Nejmenší důraz	Největší důraz
RC Říčany	<input type="checkbox"/>	<input type="checkbox"/>
RC Sparta	<input type="checkbox"/>	<input type="checkbox"/>
RC Praga	<input type="checkbox"/>	<input type="checkbox"/>
RC Tatra	<input type="checkbox"/>	<input type="checkbox"/>
RC Dragon Bmo	<input type="checkbox"/>	<input type="checkbox"/>
RC Jimi Vyškov	<input type="checkbox"/>	<input type="checkbox"/>
RC Slavia	<input type="checkbox"/>	<input type="checkbox"/>
RC Zlín	<input type="checkbox"/>	<input type="checkbox"/>

24. Vyber jeden tým (mimo vlastního) co klade největší a jeden tým co klade nejmenší důraz na následující hodnotu: **vášeň?**

Zaškrtněte všechny platné možnosti.

	Nejmenší důraz	Největší důraz
RC Říčany	<input type="checkbox"/>	<input type="checkbox"/>
RC Sparta	<input type="checkbox"/>	<input type="checkbox"/>
RC Praga	<input type="checkbox"/>	<input type="checkbox"/>
RC Tatra	<input type="checkbox"/>	<input type="checkbox"/>
RC Dragon Brno	<input type="checkbox"/>	<input type="checkbox"/>
RC Jimi Vyškov	<input type="checkbox"/>	<input type="checkbox"/>
RC Slavia	<input type="checkbox"/>	<input type="checkbox"/>
RC Zlín	<input type="checkbox"/>	<input type="checkbox"/>

Attachment No.4: Interview 1

What do you do to emphasize passion?

The most valuable thing is always some personal example or experience. That's why I always try to have some favourite stories for each of these values that I then share with the coaches. I try to show them how important these values are in the healthy functioning of the team and actually in every age group, as in everyday coaching practice. For example, I really enjoy the energy that you can beautifully see in the youngest categories, and even when you see it, you can see it a lot in southern nations, but it's there with us too, how emotionally players experience anthems or how emotionally coaches are able to support their teams and fans. On the other hand, we often talk with coaches to carefully consider the balance in those values because it can sometimes work against discipline. That's because when there's too much passion for the game, sometimes we tend to break the rules. So, we sometimes encounter moral dilemmas when, for example, I know that my team may have won a match, but it's at the cost of breaking the rules, like if I saw a player stepping out before the five-meter line. Whether I am able as a coach to suppress that passion and return to discipline or some honesty and admit it, or if the passion prevails over me. So, they perceive that these values are very much about balancing between them, that sometimes they can work a bit contradictory, just like, for example, the importance of some discipline being surpassed by passion.

What do you do to emphasize integrity?

The most important thing is a personal example because we coaches often feel that what we say is decisive, but it's proven that a much greater impact on our players overall is some example from our lives. So, I actually try to live in a way that I can look in the mirror every morning and evening, not in the sense of admiring myself, but in the sense that I've lived that day in harmony and overall with those values and some moral credit. I try to transfer that moral credit to the team as well, even by highlighting. The only case I like when those values are talked about is when someone does something nice, fair, accommodating, or honourable towards the team. It's definitely good to emphasize or highlight that so that everyone sees that this is the path we want to take, which I believe is the best for the team. It's really important to always highlight it, and it can even be small things that actually lead along that path, you know.

What do you do to emphasize solidarity?

I try to be one with the team because as a coach, we often think or know what players should do best to maintain discipline and cohesion in the team. But even during seminars, we often discuss that we don't realize what it means for the coach, for example. In solidarity and cohesion, I believe the key is the coach's cohesion with the team, so that the team perceives that the coach is one of them, not someone who elevates themselves, not someone who just knows everything or has consumed all the wisdom of the world, but someone who is also capable of acknowledging their mistake when it happens, or someone who players feel has their backs. I think that once cohesion is established between the team and the coach or coaches, it's much easier to foster cohesion among the individual players and perhaps even throughout the entire club across different categories.

What do you do to emphasize discipline?

It might be surprisingly similar to cohesion, or generally to those values I've talked about before. I've already mentioned that we coaches know how players should be disciplined, but I think the first and most important step is what discipline means for the coaches. It means being punctual, having training prepared, and these specific things because again, when players see that example in the coach, it's much easier to have a disciplined team. I don't like when discipline is enforced at the cost of, let's say, harassment or something, and the coach wants something from the players that they don't do themselves. So, I think the first step of discipline starts with each coach, and then it's much easier or even more natural to transfer it to the team.

What do you do to emphasize respect?

I try to live or function with respect towards people around me, and for it to be visible even from my behavior on the field, and for it to be transmitted to the team because our sport is greatly about respecting all participants or people who are currently involved, not only in the matches but also in the training, whether it's spectators, parents, referees, coaches, opponents, and so on, basically anyone who is currently part of the community. I think it's like a daily marathon; it doesn't just mean that if a referee arrives now, we won't want to upset them, so we'll respect them, but I think it applies to all people around, and it's also a fundamental life value.

How would you evaluate the manifestation of passion in your team?

For me, it's a lot about energy, it's the joy from the movement itself, and overall, it's about the simple fact of meeting with teammates, with lots of laughter or fun before training, if circumstances allow, during training too, but mainly before, or even before a match. Because I believe it's what gives us that juice, that energy, why we do it, because it's actually a sport we love, and it gives us that strength because most people devote themselves to it, albeit amateurishly, to get fir those trainings in busy schedules, to devote themselves to them well, or even the matches, and basically, always having that drive, that energy within us to improve.

How would you evaluate the manifestation of integrity in your team?

I perceive a lot in those key moments when it's not just about, let's say, fair play, but also about maybe helping an opponent, in the sense that if something happens to them on the field, or in that way, of course, the rivalry ends there, but there should be a certain sense of honesty. I see a lot of it in my team; I always have joy when I see those moments full of sincerity and willingness to address things straightforwardly. But with respect among each other, and if players simply behave nicely or fairly towards each other.

How would you evaluate the manifestation of solidarity in your team?

It's amazing how everything is so interconnected, how the basic values and cohesion are, in my opinion, closely linked to integrity. I love it when the team operates on the principle of "either everyone or no one," when they stand by each other, working together not only out of self-motivation but also for each other. I'm really glad when I see the strength of the team precisely in that cohesion, not just when they stand together in a circle before a match or so, but when I see that the guys or players support each other not only on the field but also in life, sticking together.

How would you evaluate the manifestation of discipline in your team?

I always see discipline in the team when there's enough energy, enough seriousness, but the rules aren't crossed. That means there's also honesty there; it's all interconnected, and it's very, very important in terms of mental preparation. In my opinion, it's like that "blue head" we talk about, being able to concentrate maximally and even be aggressive

in the game when needed, but still within the rules. I always have my behaviour somehow under control. So, for me, it's a significant indicator of how the guys behave in those contact situations, that they don't forget the rules.

How would you evaluate the manifestation of respect in your team?

I think it's a lot about mutual behaviour, whether during training sessions or matches. And I also believe that when camaraderie is established within the team or overall, whether it's within the team itself or extending to opponents, referees, spectators, overall, it fosters respect, a sense of respect or admiration for those people around.

How would you evaluate the manifestation of passion in other Teams?

I hope it's the same as in our team, or similar, but I don't mean to say that we are some kind of role model. Probably not because there's always room for improvement. There's always work to be done on oneself. On the other hand, sometimes I observe, I observe it maybe even in our team, how that passion can sometimes overshadow people and can lead to a lack of discipline or a desire to win at all costs, even addressing things off the field. For me, these are like warning signs that I don't want for my team, and it's necessary to work on them right from the start.

How would you evaluate the manifestation of integrity in other Teams?

It's quite interesting to observe how the team appears cohesive. I think it's beautifully evident in body language during matches, especially in crisis situations. But I must say there are teams or clubs that present themselves nicely, appearing cohesive outwardly, like Tatra, for example, which has built a kind of team culture around it. I'm not sure to what extent it's truly internalized within the team, but outwardly, they strongly emphasize it. For instance, they connect the various categories with the team. I see this in other clubs as well; they strive for overall cohesion. It's again an inspiration for us, but I have to say it's really something that's harder for me to evaluate because I see it from the outside. It's extremely important here that cohesion happens from within. I hope that's indeed the case for our team and our club.

How would you evaluate the manifestation of solidarity in other Teams?

I have to say that this is probably at a quite high level across our movement, or I always feel joy when players, despite the rivalry and competition, are able to treat each other

nicely on the field. When, for instance, a team or club is organizing a fundraiser, I notice that players are willing to help other clubs across the movement. So, these moments always bring me joy, and I think that clubs, as long as they don't let the competition overwhelm them excessively and it doesn't exceed the boundaries of the field, are truly capable of treating each other nicely and with solidarity. I believe that this behaviour really advances the entire movement.

How would you evaluate the manifestation of discipline in other Teams?

Here, of course, I don't have to be entirely objective because I perceive things through the eyes of our team, and I also want our team or our guys to be the most disciplined. Then, when I see what I don't want to call "enemies," but rather mistakes on the part of the opponents regarding discipline, sometimes I feel... Sometimes I feel that rivalry or competition is escalating to the point where players on the field don't control themselves enough. The same goes for their coaches, and with some clubs, I observe this... this over-motivation here, which then disrupts discipline. On the other hand, it's very easy to judge like this because they may perceive us similarly, and I say it's largely influenced by competition and the subjectivity of opinions or perceptions of the situation or the match.

How would you evaluate the manifestation of respect in other Teams?

I often observe this after matches, where, before the game, as we all know each other, it's always nice when you arrive somewhere, and you're warmly welcomed. You chat with friends, both male and female. But for a specific example, there's the post-match hospitality, the classic "third half," which might take place at the clubhouse or, currently, as we played with an opponent, that actually incorporate it into their protocol. Even after the match, there's some communal reflection, thanking each other for the game, highlighting the best players, and so on. It creates an atmosphere full of respect and openness, just as I believe it should, and it seems to work well in the long run.

Attachment No.5: Interview 2

What do you do to emphasize passion?

Passion is something for me when I want to do a certain activity, and I am willing to sacrifice for it, give up some of my comforts, I am willing to prioritize that thing higher on my value scale than others. As a coach, passion manifests in doing extra things for which I might not even be paid simply because I enjoy them.

What do you do to emphasize integrity?

I try to deal with the players honestly. I try to tell them what their problem is. Moreover, I am not afraid to say something unpleasant because I don't want to lie to my players.

What do you do to emphasize solidarity?

I exercise solidarity by letting people play, even those who might not necessarily deserve it based on their performance, but simply because they attend training sessions regularly, they get that chance. That's solidarity.

What do you do to emphasize discipline?

For me, discipline means the inner discipline of each player. It's not just discipline in the game for me. For me, it's like setting my own goal and having a plan. And then you need discipline to pursue that plan, to stick to it, and to achieve that goal. It's an inner discipline. I set myself the goal of running at five in the morning, so I get up and go for a run. Whether it's raining or whether I feel bad, it doesn't matter. That's discipline for me, and my example of personal discipline is not entirely good. For example, it's about staying at a certain physical level. I don't want to be like a 150-kilogram coach because I think when someone wants to explain something to someone else, they should lead by example, so I'm always trying to maintain myself at a good physical level, and that's my personal discipline.

What do you do to emphasize respect?

Respect is expressed through behavior towards players, and I think... Like, no one would say that I would humiliate or insult someone or mistreat them in any explicit way. We usually talked it out when I had an issue with someone. But I've never insulted anyone in front of others, and I think I respect every player who can make it to the A-team and

function there. For me, a person loses respect when they do morally wrong, then they lose respect from me.

How would you evaluate the manifestation of passion in your team?

Passion for me doesn't fully manifest in training. What I see as passion in those guys is always in the game. And passion, I see it, not so much in preparing for the match, during the week, or throughout the year, but rather on the day of the match. During the warm-up. That energy, atmosphere. It really depends on what phase of the year, the season you're in. What phase you're in during maybe five years. I've certainly seen much more passion during the first title than the third title. Passion is definitely needed. I think passion is closely related to motivation. When a person lacks passion, they can't be properly motivated. When they're not motivated, they can't work. When they don't work, they don't get results.

How would you evaluate the manifestation of integrity in your team?

I think we're doing really well, and I believe that the team itself is creating its own integrity, and people who weren't able to fit into it or adapt to certain values simply dropped out of the team. The positive thing for us is that we have a lot of players, so we can afford to lose few. we don't have to completely persuade someone, when we see that someone isn't completely aligned.

How would you evaluate the manifestation of solidarity in your team?

I think we're fine. Solidarity is most evident in our team when young guys come from the juniors to the seniors. And probably the biggest indicator of that solidarity is how many young guys we can actually retain. It's a bit tougher for us now, but I think over time, we've managed to improve that aspect. So, solidarity with the young guys and the example of retaining those young guys in the A-team or in general.

How would you evaluate the manifestation of discipline in your team?

As I said, it's an internal value of each individual. And I think we're not doing very well in that regard. When I compare the whole team, probably not. And of course, each person is a bit different. Some are doing better, and some are doing worse. But overall, the discipline is poor. And again, it's already linked to passion and motivation. When

someone lacks passion and motivation, to have that goal higher. Then they don't have the discipline to pursue that goal, and it shows. I think the overall problem is that people here don't have proper motivation. They have passion, sure. But I think that passion is very fleeting. They might see the World Cup, get a lot of that passion, and then that passion can quickly disappear. Motivation is far more lasting, and that's what we lack. When people aren't motivated, they usually can't maintain discipline either. And I think motivation stands above all. But the discipline is poor. An example of discipline for me is attendance at training, which isn't good.

How would you evaluate the manifestation of respect in your team?

People respect each other until someone messes up or breaks some unwritten rules. And that respect is shown by... Again, it's actually linked to integrity, that when those young guys come, they are respected, and when you feel respected somewhere, you're more inclined to stay there than when you come somewhere where you're humiliated and such, well. So it's probably the same as integrity. It's very connected.

How would you evaluate the manifestation of passion in other Teams?

The first team that comes to my mind is Sparta. Because even though they have poor training morale and don't train much, they always manage to enter the game with great passion and commitment and can win matches just with that. Or they were able to until recently.

How would you evaluate the manifestation of integrity in other Teams?

I can't think of any specific example.

Alright, you let me know if you think of something.

Okay.

How would you evaluate the manifestation of solidarity in other Teams?

Praga, when they were actually fighting against relegation last year, managed to come together as a team, be more supportive of each other, and save themselves. Another example are the players of Sparta are not solidary with each other and often get themselves expelled. For me, a sign of solidarity is controlling one's emotions for the good of the team. If someone slaps me and I don't retaliate because I would get a yellow card, but I remain in solidarity with the team at the expense of my feelings.

How would you evaluate the manifestation of discipline in other Teams?

Sparta, which seemingly fails to maintain discipline during the game unnecessarily. The number of cards they have received speaks for itself.

How would you evaluate the manifestation of respect in other Teams?

Tatra, because their behavior seems superior to everyone else's to me. And it's not even like a specific action, it's their behavior in general. Like verbally disrespecting the opponent.

What emphasis is the Czech Rugby Union putting on values?

It is emphasized by putting it on posters everywhere and saying it everywhere, emphasizing it everywhere. But I don't think that they care much about their enforcement. And I don't think it's entirely their fault, but simply that there are very few people in the Union, they have too much work, and they can't afford to dedicate themselves specifically to this. So, I think it's kind of set aside. And furthermore, I don't think they have as much of a chance with those values. How do we control it, let alone establish it, to somehow influence those people to have these values? Because it's mainly, I think, a question for the clubs and because it's like what I said before. Well, in the club, people are together more often, are closer, and can influence each other more. I think the only thing that has the possibility is during matches. I would probably say through the referees that the referees can mostly influence it. And again, the Union should influence the referees and the referees should influence other players. Then it can influence, of course, fans, which I think is a big tragedy of Czech rugby, the fans, and especially that they should somehow at least adjust their values.

It's difficult, it's a vicious circle. It's again related to those referees because if they're good, then I think there's much less negativity around the field than when the referee is, let's say, bad and arrogant on top of it. And that even more stimulates those bad traits in people. And it bubbles up more on the team. So, when I think about it, the referee is the key to improving rugby values. But I'll go back to that; it's simply a matter of money again; if you don't have money, you can't afford someone to deal with it, and when someone does it only half-heartedly, it doesn't produce such high-quality work, and it's back to the beginning. Maybe it's still at the beginning when you get higher and higher, you realize that everything ends with money because if you don't have money, you don't

have people to dedicate themselves to it, and you don't have someone above to control someone. Money is a double-edged sword. It can be beautifully used, but it can be easily abused. So, I think you start with money, but you need to use them well to use them well, you have to already have those values set. But those people in charge already need to have those values set.

Attachment No.6: Interview 3

What do you do to emphasize passion?

Even in my age I am man active sportsman, which I think is important, because I am showing my players my passion through the sport.

What do you do to emphasize integrity?

Ultimately, it's basically my sort of functioning principle in life. And that is that I simply try to adhere to principles that I have sort of set for myself or that seem important to me in order to respect myself. Yeah, and then I probably get to that respect. It means I simply try, try not to lie, try to simply in every situation, before which I am, just say to myself whether it is or isn't acceptable in the end.

What do you do to emphasize solidarity?

I am available to my players. When they simply call me, I try to be there for them, and I think it's some kind of expression of cohesion. At the same time, I would add to it, as if I were taking the experience of my personal life, that cohesion could also be interpreted as loyalty and a sort of long-term commitment, maybe in a relationship. I just try to be faithful and at the same time, cooperative in this, in my personal life. When I say we're in it together, like marriage, anything can happen. Crises may arise, but we just have to work on it together and simply solve it together. No one else will solve it for us, and that's the same thing I do in my teams. I say, look, we're here to simply put it together, no solution will come from outside or from anyone who will solve it for us.

What do you do to emphasize discipline?

I try to have a schedule of my activities that I try to follow consistently, because the moment I fail to do something I planned I feel bad. I try to pass the same attitude to my players. I cannot imagine that I would come late to training so that I wouldn't excuse myself if I couldn't attend a session.

What do you do to emphasize respect?

When I say something, I try to fulfill it at all costs, as it's a form of respect. When I agree with someone on something, or I have something prepared, I really try to fulfill it and respect that the other person is counting on it. At the same time, I believe that a person

should have respect for themselves. I can't imagine being a coach weighing 150 kilos and drinking all day; I wouldn't be able to respect myself.

How would you evaluate the manifestation of passion in your team?

I think overall there's simply not enough of that passion, and I believe it's manifesting relatively low-key. But then again, on the other hand, when I realize that these guys actually go and train four times a week, play matches, and work, that means there must be some passion there. When I see how it actually unfolds, especially in the locker room, I think there is some passion there fundamentally, but I think it's at a relatively low level. I could imagine that there would simply be significantly more. Passion, for me, is something much deeper than just rejoicing over scoring points or winning a match. Passion is simply like an obsessive desire for something; that's what passion is to me. I think that's what's missing here.

How would you evaluate the manifestation of integrity in your team?

Integrity doesn't really manifest in a fundamental way. I think that most people don't completely adhere to it from a moral standpoint. I believe this is greatly influenced by the overall functioning of society as it is now. I talked about it with the officials from the club, but they don't really care for it. In my opinion, the club must have its own values, it doesn't have to be the official values from the rulebook, but we should have club values that come from our vision, and we should raise our players according to the values, and that's not happening.

How would you evaluate the manifestation of solidarity in your team?

If there isn't a minimum of solidarity and cohesion, the team simply doesn't function. That means solidarity and cohesion are actually the core principles of rugby teams because you can't succeed without them. We see this very often both in training and on the field, where players help each other, fight for one another, stand by each other in the locker room, and support each other, etc. This is one of the few values where I think we really fulfill it in some way.

How would you evaluate the manifestation of discipline in your team?

Well, discipline, I think, is a bit problematic in terms of fulfilling that value because it's very complex. I feel like a lot of those players aren't sufficiently disciplined, and the team lacks discipline. From my perspective, of course. But, at the same time, I have to admit that I demand a high level of discipline. Yeah, like, for instance, being punctual. Or apologizing when I'm late or apologizing when I don't come to training, just not showing up or not informing anyone. So, first of all, it's kind of bordering on decency, a minimum level of decency, and overall, discipline as such is just... I'd say it's not good, and we often see that. In this process, when the players basically have the only obligation and opportunity to demonstrate their discipline. That means attending training, and if not, at least apologizing. And many of them don't do that.

How would you evaluate the manifestation of respect in your team?

I believe that overall, there is respect here, because again, I think that without respect, it's very difficult for the team to function in any way. I think we have a minimum level of respect in the team. I can imagine it at a significantly higher level, perhaps in how the guys interact with each other. I think that a lot of those dialogues or how they talk to each other, I think it's almost disrespectful, and it should be with more respect, even though I understand that it's some form of masculine boasting or something like that, but in my opinion, it doesn't really align with respect as such. But then again, on the other hand, I can't say that the guys don't respect each other.

How would you evaluate the manifestation of passion in other Teams?

I think that passion will simply be best represented by Sparta. It's just visible on them that even when the team isn't functioning somewhere for some reason, thanks to that passion, they always come together and manage to achieve results.

How would you evaluate the manifestation of integrity in other Teams?

From the perspective of integrity, I would probably choose Říčany, about which I think they have a coach who works with them on such things, and I think it's a team that would probably express it the most. They always acted honestly. I know that when we were discussing a statement for the disciplinary committee from one of the players, he was willing to honestly admit that it was different from what the referee had called. He didn't have to do that. Yeah, he was a hard worker, but I know that the guys I meet like this, I'd

say on the national team, I feel like they're honest. But I say it's more of a subjective assessment, but I would say yeah.

How would you evaluate the manifestation of solidarity in other Teams?

I would choose Slavia because it's kind of like, or actually, it's still a subjective feeling, which I like, to say it subjectively, but I feel like Slavia. I think Slavia went through a very difficult period when they actually got relegated from the top league, when they lost in the playoff by one point, and I think they definitely had what it takes to stay in the top league. But at the same time, I would say they rallied together and that they will come back significantly stronger. And it's actually visible now in the matches of the first league, where performance is of course influenced by something, but I think they are improving. And of course, I have no evidence from within that team, but from the outside, I would just say that those guys are very supportive after that heavy blow that came. It could easily have happened that the team somehow dissolved or that some pressures arose among the players. On the contrary, the opposite is true. Nobody left.

How would you evaluate the manifestation of discipline in other Teams?

As a basic display of discipline in rugby, I would say it's simply that the players don't act against the rules, which is a form of discipline in a way. Not making mistakes, not getting yellow and red cards, which is quite a statistical matter. And right now, I don't have in mind who gets the fewest cards.

How would you evaluate the manifestation of respect in other Teams?

As an expression of respect in rugby, the respect towards the opponent will be on that field, and that simply means for me. And although it might sound very strange, simply destroying that opponent, in the end, yes, that's like respecting the opponent, and I think this capacity exists in Sparta. But I'm not convinced that it's respect per se, but it's a kind of respect towards the opponent in the way I described it, meaning that I want to completely destroy them. Yeah, which is a certain form of respect in rugby. I'm not convinced that they're saying hey, we'll respect the opponent so much that we'll destroy them. But in their eyes, simply respecting the opponent is this. They are simply capable of really defeating the opponent, destroying them as much as possible. I also want to mention the act of greeting the opponent after the match, when the match ends. And here I would appreciate all the teams, that they respect each other by going to greet each other,

greeting the referees, greeting the opponent, and that, in my opinion, is like a high, high demonstration of respect towards the teammates, opponents, but also towards teammates, and of course towards the referees, that they go to greet them even after a lost match, for example.

What emphasis is the Czech Rugby Union putting on values?

I think it places too little emphasis, and our marketing department, which doesn't exist, should be doing a tremendous job. I believe this is something that sets us apart from other sports, clearly defining our environment, which is entirely different from other sports or most sports. We should take pride in it. As an organization that oversees everything in our little Czech valley, we should strictly require that these values are upheld, fulfilled, presented, and sold, but it's not enough. The current situation is simply not enough. We know it's a problem, but we just don't have the capacity for it. As I said, it's largely a marketing issue. Unfortunately, it's something that's currently impossible because we lack the capacity for marketing – it practically doesn't exist. But that doesn't mean we shouldn't emphasize it and mention it. At least we here, as officials who are sitting here, should adhere to it. I know that this isn't always the case. Who could have predicted this deviation?

Attachment No.7: Interview 4

What do you do to emphasize solidarity in your team?

As a club, we strive to attract families to rugby so that we can spend time together. When we spend time together, we get to know each other better and understand family problems. On the other hand, as a coach, I can better perceive if a player is experiencing any issues. I can detect if there is a drop in their performance, and this is where these meetings with players and their families come in. I want our values to be present both on and off the field. I would like to take it on another level, not the men's team but as a whole club. The guys do go to events together, I'm not saying they don't. But it's not within the context of families or taking children along, or if it is just a small group of players. We are quite capable of doing this on the field after the match, or especially the gatherings with families. I think that works well for us. However, we are somewhat lacking in our ability as a whole club, across all age groups, to, for example, take the kids and go somewhere like the mountains for a longer period. We have those one-off events.

Attachment No.8: Yearly report about the number of active players

Roční zpráva z roku 2023 o počtu hráčů

Kategorie	Muž	Žena	Celkem
Seniorská	1008	204	1212
U18 kluci			
/ U17	286	62	348
dívky			
U16 kluci			
/ U15	416	26	442
dívky			
U14	462	78	540
U12	469	75	544
U10	540	103	643
U8	413	79	492
U6	181	40	221
Celkový součet	3775	667	4442