

Interview Preparation For Coaching Position

In recent times I have had a number of clubs and bowls association seek my advice on securing a coach.

Great that that level of interest in coach positions exist.

And I have had a swag of coaches come to me for advice on how to present their case to be selected as the coach.

I do this article to help both parties, perhaps. Firstly what is it you want from, or need to possess as, the coach.

Personal attributes and qualities for coach effectiveness

Relationships

- The ability to work with all bowlers, male and female
- Capacity to communicate both to individuals and the squad or group
- Capacity to give and receive feedback
- Enhance team morale

Administration

- Administer and plan the overall program
- Budget
- Training program organisation

Knowledge

- Capacity to coach, instruct and teach effectively individuals and the group or squad
- Contemporary sports science applications as an add on
- Plan and conduct effective FUNDamental skill based programs
- Ability to coach game sense or bowling in games

Development

- Willingness to access other professional experts
- Network and resource your relevant bowls associations
- Challenge and assist player development

Results

- Provide the leadership that sets the standards
- Set and meet your goals and the player goals

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Interview - Coach

Now, the interview setting.

Both parties need to be switched on in this setting. One, the coach, may be more anxious than those on the other side of the table. However, both of you are probing on either side of that interview table and some of these questions to the coach may well be part of the process.

So coach, reading this, prepare yourself as if you had asked players to prepare themselves to perform:

Interview sample questions - Coach

- Why should we choose you?
- What would you do if appointed as a coach?
- What are your reasons for coaching?
- How do you coach?
- What playing experience do you have?
- What coaching experience do you have?
- What do you see as the goals for the team next year?
- Describe a sample training program?
- What programs have you implemented for mental and tactical skill learning?
- How will the bowls club / employer assess your performance?
- What expectations will you have of the players?
- Describe a game plan you apply to bowls fours or singles games?
- How do you view skippers in fours teams?
- How do you instil team morale?
- How do you generate individual and team motivation?
- How do you create team cohesion?
- What are the most important events in the forthcoming calendar?
- What is your reaction for a move away from winning every contest – (peaking for the biggest event in the year, experimenting with personnel, positions, tactics and teams).
- Describe to us what you mean by leadership.
- What skill requirements are necessary for successful performance?
- What do you think the players need to be elite bowlers?
- What do you watch for in analysing performance?
- What do you know about us (the club / association)?
- Describe yourself.
- What are your other interests?
- How do you unwind?

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Now as coach it is your turn to assess the competency of the interviewers / host bowls body and the worth of being their coach.

Interview sample questions – from Coach back to panel

- Can you explain your culture to me as the coach applicant.
- What level of autonomy do I get?
- What is the role of coach with the selectors?
- What role has the coach in recruitment?
- What responsibility (right) has the coach to review the player positions?
- Has the coach input in reviewing the squad membership?
- Can you inform me of the resources available re laptop, office access, phone, email address, other equipment?
- What budget priority is set for the period?
- Who specifically am I answerable to?

A lot there to think about in having or being a coach.

Lachlan Tighe, 2018