

COACHING INTERVIEW QUESTIONS

APPENDIX O

The following is a series of questions which have been divided into five sections. Some questions will not apply to amateur levels or calibers of minor hockey. Thus, the interview committee must select which questions are relevant and / or important.

A. General Philosophy

1. Can you describe for us what you did in this situation...It was halfway through the 2nd period and it was a tight game. You have a line that is not as strong as your other two. You wanted to win.
 - a) What have you done?
 - b) Tell us about a time when the outcome was favourable?
 - c) Tell us about a time when the results were not as favourable?
 - d) What comments did you have to handle and how did you handle them?
 - e) Describe for us what you expect your players to sacrifice in order to win?
2. For your last team, what if any team or individual objectives did you set?
 - a) How did you determine what they would be?
 - b) Were the objectives achieved?
 - c) Would you have changed any if you had to do it all over again?
3. You have outlined (assuming application form was completed) your interests in coaching the coming year with this association. Outline your general philosophy and coaching objectives.
4. As a coach, is it necessary for you to have a standard for the management of your players and support staff before a game, during a game, at a practice, on a road trip? Please explain.
5. What is your attitude with respect to off-ice activities? ie. dryland training, school sports, other social activities.
6. What is your philosophy on formation of lines?
7. What is your feeling about players playing more than one position?
8. What are your coaching objectives in order of importance?
9. You are in a crucial game and the following arises: There is one minute left in the game. Your second line has been on the ice for 30 seconds when the whistle is blow for a face-off. What do you do? Which players will finish the game for you?

10. What is the percentage of time you place on fundamental skills versus hockey strategy?
11. How important is “winning”?
12. How would you use off-ice training?
13. Would you be flexible throughout the year with players who do not cooperate with your team play ideas? What action would you take?
14. How do you gain the trust of your players and their parents?
15. (If applicable) Does coaching your child constitute the primary reason for your seeking the coaching position at this level?
16. How would you inform a player that he/she has been released (cut) from the team?
17. What type of language do you use with your players?
18. How do you try to be fair with your players?
19. Specifically, why should this association grant you the coaching position you are seeking?
20.
 - a) Do you think that a clear set of rules or a Code of Conduct should be established and distributed to each player at the beginning of the year?
 - b) Do you think such rules should indicate the appropriate disciplinary action, should they deviate from the norm?
 - c) How would you apply these rules?
 - d) Do you think the rules should be approved by this association’s executive and parents before they are explained and distributed to the players?
21. How important is it to keep parents informed? What kind of input should parents have on your team?
22. Do you think goals and objectives should be established for every player? If so, how would you proceed to their establishment, monitoring and the realization?
23. Explain your communication and decision-making style.
24. How important is it to get to know your players on and off the ice and how important is it for players to get to know each other?

B. Views on Teaching and Instruction

1. What type of practice preparation would you do to ensure that you receive optimum performance from your athletes in readiness for game play?
2. Tell us about a situation when it was important that one of your players learn a new skill. Why was it important?
 - a) What was the skill?
 - b) How did you go about teaching the skill?
 - c) What was the result?
3. How do you define player development?
4.
 - a) Please explain how the athlete learns new skills?
 - b) How do you teach new skill development?
5. What is skill analysis?
6. Describe briefly offensive and defensive team play.
7. What is transition?
8.
 - a) Is sound yearly planning essential to the successful operation of a hockey team? Why?
 - b) The time of the year is January. Design a practice to reflect what you would teach.
9. How do you teach disciplined play?
10. In tryouts, what skills are you looking for and how do you plan to evaluate them?
11.
 - a) Is it necessary to provide feedback to your athletes on their progress?
 - b) When should this be done?
 - c) Would you prepare any formal evaluations for your players?
12. How do you organize your practices with respect to time for warm-up, cool-down, main teaching time, fun activity and other coaches' responsibilities?
13. Do you agree that to be a good coach you must also be a good educator? Specifically, how is this true?
14. How do you give positive feedback to your players?
15. When should you explain mistakes to your players
 - a) in games
 - bi) in practices

16. a) What specific selection criteria would you use in tryouts to pick your team?
b) What specific skills are you looking for at this age-group?
c) How would you determine which player to select if two players are left and are of equal skill?
17. a) What are the major characteristics of a playing system? Describe what a system should look like vis-à-vis its introduction, implementation and control.
b) What do you do if a system breaks down during a game?
18. a) How and to what extent do you research the strengths and weaknesses of your future players?
b) How much reliance do you place on this information in the formation of your team?
19. What type of disciplinary measures are you planning on using at this age group for control during games and practices?
20. What are your views on:
 - a) benching a player?
 - b) short shifting a player?
 - c) yelling at a player?
 - d) threatening a player?

C. Communication with Players

1. Do you emphasize mental preparation? Please explain.
2. a) Tell us about a time when you had to discipline a player and either the player or his teammates felt the discipline was unfair. How did you handle this situation?
b) Give us an example of when your discipline was proven to be unjust or inappropriate.
 - i) How did you handle this?
 - ii) What was the result?
3. Tell us about an occasion you are proud of when you were able to instill a sense of motivation into one or more players.
 - a) What was the situation?
 - b) What did you do?
 - c) What was the result?
4. Do you see yourself as a role model for the athlete? Why?
5. How do you handle the player who does not get along with teammates?

6. Explain your approach to individual and team discipline. (i.e. older groups – out beyond curfew, younger players late for practices consistently).
7. How do you handle:
 - a) the aggressive player who gets frequent penalties?
 - b) the player who does not pass the puck (puck hog)?
 - c) the superstar versus the weakest player?
 - d) the player who complains about ice time?
8. What is your approach when dealing with players who have suggestions?
9. How would you handle a situation where there is jealousy between two players or where two players dislike one another?
10. How do you handle behaviour changes of your players at the specific age group?
11. What makes players of this age-group different from adults?

D. Communication with Parents

1. Describe how you would handle a parent who has a different philosophy or game plan than yours.
2. What is your approach when dealing with parents who have criticisms and/or complaints?
3. What is your approach when you hear that a parent is criticizing you “behind your back” and hasn’t approached you on their own to discuss the concern?
4. How would you approach the parent who is excessively vocal and negative in the stands knowing that it is affecting either their own child or the team?
5. How would you handle a complaint from a parent that his/her child does not play enough?
6. How would you handle complaints/accusations from a parent that the team’s budget isn’t in order and that there may be money missing?
7. What are the most important steps in a dispute resolution?

E. Other Questions

1. (If applicable) How do you feel about coaching your child? What are the advantages and disadvantages?
2. What is it about coaching that you find most difficult or you need to work on the most?
3. Tell us about a situation that shows the more positive side of you.
4. Outline one coaching experience you think best characterizes you as a coach.
5. Why do you want this particular team?
6. Would you work as an assistant coach?
7. How would you handle dealing with your affiliate team throughout the season?
8. Should the coaching position not be available, would you consider accepting another position at a different level? What are your preferences?
9.) What do you expect this association to do for you if you are selected as head coach?
b) What is the executive's role with respect to your team?
10. What is your opinion about coaches holding a position on a minor hockey executive?
11. Do you have anyone who would work with you as assistant manager, trainer?
12. Have you ever been suspended under any hockey regulations as a player or coach? Explain.
13. Has your team ever received any unsportsmanlike penalties as a result of your behaviour or that of one of your coaches? Please explain the situation(s).
14. What has been your biggest success or achievement in minor hockey?
15. Are there any work or family related problems that make it difficult to get to games and practices from time to time?
16. What is your opinion on a ration of league games, exhibition games, tournaments, on-ice practices and off-ice activities this year? In other words on what would you place the major emphasis?
17. What emphasis do you place on your players' schooling and grades?
18. What are your interests outside hockey? Are any of these activities stressful? How do you handle stress?

COACHING INTERVIEW EVALUATION

NAME: _____ DATE: ____ / ____ / ____ TIME: _____

TEAM PREFERENCE: 1ST _____ 2ND: _____

PERSONAL

	NEGATIVE	POSITIVE
Communication Skills	1 2 3 4 5	1 2 3 4 5
Appearance	1 2 3 4 5	1 2 3 4 5

RESPONSES

Coaching Philosophy	1 2 3 4 5	1 2 3 4 5
Communication with Players	1 2 3 4 5	1 2 3 4 5
Communication with Parents	1 2 3 4 5	1 2 3 4 5

Did the coach leave a favourable impression? Yes No In Between

COMMENTS/OBSERVATIONS:

Would you consider this person as a head coach? Yes No

Would you consider this person as an assistant coach? Yes No

Team(s) this person would be considered for:

1st: _____ 2nd: _____

Evaluator's Name: _____ Date: ____ / ____ / ____