

**High School Assistant Coach Interview Questions**

**Candidate: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Interviewer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_**

**School:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

(+) Candidate’s response directly answers the question, is delivered in a manner which demonstrates commitment and belief, and supports the objective.

() Candidate’s response is reasonable but does not distinguish the candidate from others.

(-) Candidate’s response fails to answer the question, displays lack of commitment (comes across as a pro forma answer), or displays a lack of understanding of the issue.

**Criterion Question (+, , -)**

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| **Opening Question**   Background   * Motivation * Experience * Passion for kids | **Tell us about your experience and training which make you an excellent candidate for this position.**        **What are your long term coaching goals?** |  |
| **Coaching Management**  **Values: Trust/Integrity/**  **Excellence**   * Athlete growth * Values * Relationships * Expectations  Excellence not win/loss | **Tell us about your coaching philosophy.**            **What will you compromise and what will you never compromise?** |  |
| **Staff Management**  **Values: Excellence**   * Valuable feedback * Goal setting * Investment in self | **Describe your mentor(s) and why they’re your mentor(s).** |  |
| **Collaboration**  **Values: Trust/Integrity**   * Clear expectations * Feedback * Redirection * Support * Leadership * Role Models | **What do you expect from your head coach and the athletic director?** |  |
| **Collaboration**  **Values: Trust/Integrity/**  **Excellence**   * Collaboration * Common purpose * Commitment to improvement * Athlete retention | **Describe your role in supporting a successful program.** |  |
| **Coaching management**  **Values: Excellence**   * Sport knowledge * Effective teacher * Progression * Recognize learning * Organization | **Pick a skill and; 1) list the essential components for an effective practice for the skill, and 2) teach us the skill** |  |
| **Relationships**  **Values: Trust/Integrity/**  **Excellence**   * Good listener * Open communication * Seek resolution * Notify head coach and/or AD | **Tell us about a time when you had a conflict with a parent. How did you address the conflict and what was the outcome?** |  |
| **Relationships/Trust/Integrity/**  **Excellence**   * Core values * Not about win/loss * Family * Legacy * Teamwork | **What will the players take away from their athletic experience by being part of this program?** |  |
| **Professionalism**  **Values: Integrity/**  **Excellence**   * Self-improvement * Self-investment * Example * Student of game | **What have you done recently to improve your knowledge of your sport?** |  |
| **Professionalism**  **Values: Integrity/**  **Excellence**   Passion for kids and sport   * Sport knowledge * Leadership * Organization * Enthusiasm | **What makes you the best candidate for this position?** |  |