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**High School Head 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**   * Passion for kids * Motivation * Experience/knowledge | **Tell us about your experience and training which make you an excellent candidate for this position.** |  |
| **Interest**  **Values: Trust/Integrity/**  **Excellence**   * Values * Relationships * Passion for kids | **What will be the culture of your program and how are you going to teach it?** |  |
| **Coaching Management**  **Values: Trust/Integrity/**  **Excellence**   * Athlete growth * Values * Relationships * Passion for kids * 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).** |  |
| **Interest**  **Values: Trust/Integrity/**  **Excellence**   * Values * Who you are when no one is looking * Social Values * Moral Values * Accountability * Can be taught like sport skills | **Define the word character. Can character be taught through sport? If so how?** |  |
| **Collaboration**  **Values: Trust/Excellence**   * Necessary * Optional * Coaching   collaboration   * Grow and share   players | **Share your off-season expectations. Do you encourage multi-sport participation?** |  |
| **Coaching Management**  **Values: Trust/Integrity/**  **Excellence**   * Program growth * Athlete retention * Quality performance * Integrity | **Describe the steps you’d take to build a successful program and how would you define success to know when you are there.** |  |
| **Coaching Management**  **Values: Trust/Integrity/**  **Excellence**   * Commitment to others development * Organization * Delegation * Relationships * Mentoring | 1. **Share what qualities you look for in an assistant coach.**        1. **What’s the role of an assistant coach at each level of the program?**        1. **What is your role in their continued development and growth in all aspects of coaching?** |  |
| **Relationships**  **Values: Trust/Integrity/**  **Excellence**   * Good listener * Open communication * Seek resolution * Notify 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?** |  |
| **Professionalism**  **Values: Trust/Integrity/**  **Excellence**   Self-reflection   Desire to improve   Invested in self | **Tell us about 2 mistakes you’ve made in your coaching career and what you learned from them.** |  |
| **Professionalism**  **Values: Integrity/**  **Excellence**   * Self-improvement * Self-investment * Student of game | **Share what you’ve done recently to improve your knowledge of your sport.** |  |
| **Professionalism**  **Values: Integrity/**  **Excellence**   Passion for kids and sport   * Sport knowledge * Leadership   Organization | **Walk us through your defensive and offensive philosophy.** |  |
| **Professionalism**  **Values: Integrity/**  **Excellence**   Passion for kids and sport   * Sport knowledge * Leadership * Organization * Enthusiasm | **Share what makes you the best candidate for this position.** |  |