



# Coaching Performance & Evaluation Template

# Introduction



Evaluating the performance of your coaching team is one of the most important facets of the Director of Coaching role. Without hands-on control of the teams within your club or organisation, you're reliant on ensuring that your coaches are performing as expected, communicating effectively with players, and continuing to develop professionally.

When it comes to holding evaluations with your coaching staff, it's important to adopt a uniform approach to ensure consistency of messaging and clarity around expectations. Use this list of questions to inform and guide your next evaluation.

*N.B. Some of these questions will naturally be more relevant to coaches of younger/ older age-level teams, so be sure to delete as appropriate.*



# General Performance

**Detail the one personal achievement you have been proudest of in the last 12 months / since your last review.**

Why was this your proudest achievement?

**Referring to your current set of objectives:**

Which objectives did you meet?

Where have you fallen short?

Where your performance has fallen short, what is the biggest reason?

What support do you require from me/ the wider organisation to achieve your objectives in future?

**What is your biggest motivator for being a coach?**

With that in mind, to what extent does your current role motivate you?

If you could change one thing about your role/ the wider organisation to make you feel more motivated, what would it be and why?

**Describe the working conditions that allow you to be effective/ productive.**

Do these conditions currently exist here?

What is the one thing you would most like to change to help you perform more effectively?



# Leadership

**Detail the one team achievement you have been proudest of in the last 12 months / since your last review.**

Why was this your proudest team achievement?

**What do you believe is your greatest strength as a leader?**

**What has been your greatest leadership challenge in the last 12 months / since your last review?**

**How do you discuss your personal objectives and KPIs with your players?**

Do they understand what you're being targeted on, or do you keep this information private?

Why do you take this approach?

**What measures have you put in place to assess the ongoing development of your team / individual players?**

**Using examples, detail your process and actions when you identify that a player is not performing/progressing as expected.**

**What is your number one goal for your team over the next 12 months / ahead of your next review?**

Why is it your biggest goal?



# Development

**How have you changed as a coach in the last 12 months / since your last review?**

**Which resources have you used to ensure you continue developing as a coach?**

Of these resources, which have you found most useful, and why?

Which have you found least useful, and why?



**Which resources would you like to be able to use, but haven't?**

Detail why you haven't been able to use these resources (e.g. lack of time, budget, knowledge).

**What skills do you already possess that you believe could be used more effectively?**

**What is your biggest personal development focus over the next 12 months / before your next review?**

Why is it your biggest focus?





# Problem Solving

**How do you adapt to taking on a new group of players?**

**Detail a specific problem you faced in the last 12 months / since your last review.**

How did you deal with it?

What was the outcome?

What would you do if you were faced with the same problem again?

**Detail a time in your coaching career when you handled a problem badly.**

How early did you identify the problem?

How would you handle this problem today?

**How much freedom do you have as a coach to tackle problems on your own?**

**How can I (or the wider organisation) help you solve problems more efficiently / effectively?**



# Training Sessions

**Talk through the process of preparing your training sessions.**

How effective is your current method of preparation?

How has it changed in your time as a coach, and why?

**How far in advance are your sessions prepared?**

**How do you provide a clear progression in your training sessions over the course of a season?**

**How do you introduce new ideas and tactics to your players?**

**What do you believe are the key elements of a “good” training session?**

To what extent do your training sessions fulfil these criteria?

**How do you evaluate the success of individual training sessions?**

**Give an example of a specific training session (or type of session) that you particularly enjoy running.**

Why do you enjoy it?

**Give an example of a specific training session (or type of session) that you particularly dislike running.**

Why don't you enjoy it?

**How do you respond to player feedback on training sessions (positive or negative)?**

**What *one thing* would you like to implement in your training programme if you had more time/resources?**



# Coaching Knowledge

**Give an example of when your coaching knowledge has been challenged (e.g. by a player, parent, or another coach).**

How did you respond?

**What methods have you used to convey your coaching knowledge to your players?**

Which of these methods has worked best?

In contrast, which has been the least effective?

**Detail the one area in which you would most like to improve your coaching knowledge in the next 12 months / ahead of your next review.**

Why is this your biggest focus?

What can you do to improve your knowledge in this area?



## The world's best digital coaching tools

- ✓ Plan Sessions
- ✓ Find Sessions
- ✓ See LMA Coaches in Action



Proud sponsors of the League Managers Association

