

Sample Interview Questions



To help with the hiring process, here are some sample interview questions that will help you determine if a coach is a good fit for the 3D culture you are trying to create.

1. Why do you coach? (do they have a clear, compelling statement that acts as a compass, a filter for all decisions?)
2. Why do you coach the way that you coach? (based on learned best practices or is it how you were coached?)
3. How does it feel to be coached by you? (how would your athletes answer that question?)
4. What is your definition of success? (If they have a clear purpose the answer would simply be, "fulfilling my purpose.")
5. How were you coached as an athlete and how have those experiences impacted the way you coach today?
6. If you were to assess yourself as a coach, would you consider yourself to be teachable or more set in your ways? Give some examples of how either or both attributes have been manifested in your coaching career.
7. What are some things that you would like to change about your approach to coaching, and why?
8. At what point in your career did you realize the influence you have on a young person's life?
9. How did that realization impact you?
10. Do you view coaching as a profession or as a "life's calling"? Explain.
11. How do you most want to impact the lives of your athletes? Be specific.
12. Who has been the most influential person or mentor thus far in your coaching career, and why?
13. Can you describe a time when you felt like you let someone down as a coach? Why do you think you felt that way?
14. What are the major differences between a relational coach and a transactional coach?
15. Why did you originally get into coaching?
16. Have your reasons for coaching changed over time or have they stayed the same? If they have changed, how so?
17. What are your career goals as they pertain to promotions, dream jobs, and so on?
18. Do you ever find yourself getting professionally restless? If so, what do you think is the reason for that restlessness?
19. What are some things that help you find contentment in your coaching position?

20. What are some ways that today's broken culture has negatively impacted your ability to be effective as a coach?
21. Which is more difficult for you to deal with as a coach: the non-involved parent or the hyper-involved parent? Explain.
22. How do you define excellence? What are some ways you try to get excellence out of your athletes?
23. What strategies do you use to motivate athletes from within in an age that shapes them to be primarily extrinsically motivated?
24. What strategies do you use to help athletes gain or regain confidence when it seems lacking?
25. What are your strategies to create team cohesion in a "me-centered" generation?
26. What strategies do you use to control your emotions as a coach and the overall emotional climate of the team?
27. As a coach, is it easy for you to delegate responsibility to others? Why or why not?
28. Does peer-modeling play a role in your practice plan? Why or why not?
29. How can you hold yourself, your coaches and your players accountable to build up and not tear down other athletes on your team or the opposing team?
30. What are your strategies to create an environment of excitement, exhilaration and joy on the team?
31. What are the things that cause you to become angry or frustrated as a coach? How do you control those?
32. Have you ever been shamed or embarrassed by one of your coaches? How did that affect you?
33. What are your strategies to deal with entitlement mentalities that plague a team?
34. What are some things you have done in the community to promote involvement, serving and team cohesion?
35. How do you view and handle mistakes athletes make?
36. What is the role of fun in your program?
37. What strategies do you incorporate to engage parents?
38. When you were an athlete what role did anger, profanity, shaming play with your coaches? How has that impacted your coaching?
39. Do you compete "with" or "against" the other team? What difference does it make when you change those words?
40. Sport is an emotional environment, both in practice and in games. What are your "triggers"? What sets you off?