

Coach Performance Review – Assessment of Competencies

Template created by Rose Mercier and Penny Werthner, Ph. D - *Handbook on Performance Review of Coaches*

		Demonstrated Competency	Rating	Supporting examples/explanations
Analysis of performance	1	Skill in analysis of the training and competition preparation required by athletes to perform nationally/internationally	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
	2	Skill in analysis of the strategies and tactics required by athletes to perform nationally/internationally	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
	3	Skill in analysis of the psychological preparation required by athletes to perform nationally/internationally	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
	4	Skill in identifying critical factors that will affect performance in key competitions and an appropriate course of action	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
	5	Ability to explain the factors that contribute to high performance athletes and others	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
Plan and Design Training	6	Delivery of training sessions aligned to short and long-term performance goals and appropriate to the athletes involved	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
	7	Organization of training sessions that are time-effective and maximize value of available equipment and facilities	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
Program Design	8	Analysis of athletes' or team's performance and determination of necessary changes in training and preparation	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	
	9	Setting of appropriate level goals for athletes for the year and long-term	Poor 1 2 3 4 5 6 7 8 9 10 Exceptional	

	10	Demonstrated ability to set progression of goals to achieve long-range goals	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	11	Ability to have athletes peak at appropriate times of the season	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
Training Support	12	Effective monitoring of athletes for over-training, injuries, or illness (on own or through use of experts) and appropriate response	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	13	Effective feedback to athletes related to training and performance results	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	14	Individualization of training programs for each athlete	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	15	Creation of productive working relationship with athletes both individually and as a group	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
Competition Support	16	Ensuring that elements surrounding competition (for example, nutrition, transport to and from site, accommodation, training venues, etc.) support the athletes' ability to perform well	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	17	Ability to analyze athletes' and competitors' performance and make appropriate adjustments	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
Program Management	18	Work within assigned budget and effectively manage program resources	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	19	Manage the logistics of team projects including travel, team meetings, technical and scratch meetings, and discipline	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
	20	Communicate necessary project information to athletes before and during project	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional	
		Conform to club rules and code of conduct	Poor	Exceptional	

	21		1 2 3 4 5 6 7 8 9 10	
	22	Apply club's expectations for behaviour of athletes	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
Leadership	23	Skill in stepping back from a situation and gathering and analyzing relevant information to take appropriate course of action	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
	24	Ability to learn from each competition and apply lessons to future planning and decision making	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
	25	Act consistently with Coaches of Canada's Coaching Code of Ethics	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
	26	Ability to define and communicate a clear vision for athletes, parents and club admin	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
	27	Instill in athlete's belief in their ability to perform at a world/national level	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
	28	Ability to work effectively within the team of club coaches	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
	29	Ability to lead and mentor coaches under his/her supervision	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional
Stress Management	30	Ability to maintain a healthy lifestyle by balancing coaching and life outside of sport	Poor 1 2 3 4 5 6 7 8 9 10	Exceptional