

A Short Guide to Improving Your Coaching

“High achievers in every sphere of life are highly aware of what they want to achieve, of their own strengths and weaknesses, of the need to improve performance....they also take full responsibility for doing all they can to achieve their aims”

David Hemery, 1968 Olympic Gold Medallist

This short guide highlights areas for you to consider in order to help you to become a high achiever in your chosen field – sports coaching

Where am I now?	
‘High achievers are highly aware of their own strengths and weaknesses’	
Questions to consider	Examples (please note - these are not exhaustive)
<ul style="list-style-type: none"> ▪ What knowledge should a coach have? 	<ul style="list-style-type: none"> ▪ Sport specific (technical, tactical, etc) ▪ Psychology ▪ Nutrition ▪ Fitness development ▪ Stages of child development ▪ Long Term Athlete Development (LTAD)
<ul style="list-style-type: none"> ▪ What skills should a coach have? 	<ul style="list-style-type: none"> ▪ Planning – both sessions and programmes ▪ Group management ▪ Communication ▪ Mentoring skills
<ul style="list-style-type: none"> ▪ What experience should a coach have? 	<ul style="list-style-type: none"> ▪ Working with different players i.e. age groups, ability levels, disabled players etc ▪ Coaching in different environments i.e. school, club, county squads
<p>The answers to the above questions should be specific to the needs of your players i.e. the knowledge required of a coach of elite senior players may be different to that of a coach of grass-roots juniors</p>	
<p>Tool to help you identify your strengths and weaknesses:</p> <ul style="list-style-type: none"> ▪ sports coach UK Training Needs Analysis (TNA) <ul style="list-style-type: none"> ➤ Use the scale to rate yourself against the Knowledge, Skills & Experience (K,S & E) that you have identified above ➤ From your ratings you can identify in which areas your strengths lie and which areas require further development 	
Where do I want to be?	
‘High achievers are highly aware of what they want to achieve’	
Questions to consider	Examples (please note - these are not exhaustive)
<ul style="list-style-type: none"> ▪ What are my coaching goals? 	<ul style="list-style-type: none"> ▪ To develop a national standard athlete ▪ To gain my National Governing Body’s Level 3 Coaching Award ▪ To establish a regular coaching session for disabled players
<ul style="list-style-type: none"> ▪ Based on my TNA, what K, S & E do I have that will help me to achieve my goals? 	
<ul style="list-style-type: none"> ▪ Based on my TNA, what K,S & E do I need to develop? 	
<p>Tools to help you to identify areas within your coaching practice that you would like to develop:</p> <ul style="list-style-type: none"> ▪ sports coach UK Coaching Log <ul style="list-style-type: none"> ➤ <i>Every coaching session provides you with an opportunity to learn</i> - the Coaching Log is a tool to help you to self-reflect and analyse your coaching, through asking questions including: what was I trying to achieve? Why did I make the decisions that I made? How did my performers respond to my decisions? Could I have dealt with the situation better? What could I do differently next time? ➤ It also allows you to focus on specific areas for development in each of your coaching sessions, i.e. communication; managing sessions & teaching ▪ sports coach UK <i>Analysing Your Coaching</i> workshop 	

How will I get there?

'High achievers are highly aware of the need to improve performance...they also take full responsibility for doing all they can to achieve their aims'

Questions to consider	Examples (please note - these are not exhaustive)
<ul style="list-style-type: none"> ▪ How will I gain the knowledge that I require? 	<ul style="list-style-type: none"> ▪ Read a book ▪ Search the internet ▪ Attend a course or workshop ▪ Ask somebody
<ul style="list-style-type: none"> ▪ How will I gain the skills I require? 	<ul style="list-style-type: none"> ▪ Coaching practice, using the Coaching Log to aid self-reflection ▪ Observe a fellow coach (same or different club / sport) ▪ Ask a fellow coach to observe your session and aid your self-reflection
<ul style="list-style-type: none"> ▪ How will I gain the experience I require? 	<ul style="list-style-type: none"> ▪ Identify sessions that you can observe / co-coach i.e. <ul style="list-style-type: none"> ○ At a local school ○ At another club (same or different sport) ○ At a local special school ○ Via Tees Valley Sport squads
<ul style="list-style-type: none"> ▪ Who can support me in my development? 	<ul style="list-style-type: none"> ▪ Identify fellow coaches that have the K,S & E that you require ▪ Establish a mentoring relationship, that could involve: <ul style="list-style-type: none"> ○ Observing your mentor ○ Your mentor observing you ○ Video analysis of your sessions ○ Communication via phone / email ○ 1-1 meeting to discuss areas of your development i.e. by reviewing your coaching logs ▪ Identify courses & workshops via: <ul style="list-style-type: none"> ○ National Governing Body ○ Local Authority ○ Tees Valley Sport

Tools to help you to action plan in order to attain your goals:

- **sports coach UK** Coach Personal Development Plan (PDP)
 - in the same way a performer has a training plan to help them to achieve their performance goals, to meet your coaching goals it helps to have a PDP
 - the process of producing a plan allows you to create a 'contract with yourself' to commit to your own development
 - it helps you to identify what action you need to take, what support you require, what barriers you may encounter and a timescale for when you aim to complete your actions
 - it also allows you to measure your progress and demonstrate how you have developed as a coach

NB: Your plan can be as detailed or as brief as you wish – it is personal to you. It should be something that evolves with your coaching i.e. through adding areas as identified via your coaching logs

- **sports coach UK** *A Guide to Mentoring Sports Coaches* workshop
- **sports coach UK** Mentoring Agreement template