



**Questions for YOU to ask while on your Interview:**

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There are 2 ways to look at interview questions: coming up with questions to fill awkward silences or to have something to say when someone says, “do you have any questions?” Or a second way, which is more productive, is “what is important to me to learn in order to take this job” and ask questions that give you more information about the answers you are seeking.

Sit down and take some time to think about what this job would need to entail in order for you to take it. What are the main themes that are important to you? Examples include and are not limited to: relationship with your boss, opportunity to grow, family environment, financially secure, etc... If you have these main themes going into an interview, the questions will come and be more authentic in figuring out if this is the place for you.

Below is a list of questions that can always be asked, but I highly encourage you to think more about what it is important to you, more than coming up with random questions.

Athletic Director (if they aren’t one of the ones below 😊)

1. Define success for the athletic department.
2. Define success for your specific program.
  - a. In your eyes, what is needed to make that happen?
3. What qualities have you seen in other coaches here that make them successful.
4. Have you ever met with recruits, and if so, what is your speech to them about?
5. How would I know you think I’m doing a good job?
6. How does the communication process work from me to you?
7. Why “university name”?
8. What is your long-term professional goal? How long will you be here?
9. How would you describe “supervisor’s” management style?

Supervisor:

1. How would other employees you oversee describe your management style?
2. What is the process for hiring my staff?
3. What opportunities are available for the staff as far as professional development?
4. What is your role with the student-athletes?
5. How will I be evaluated each year?
6. Define success for the program.
  - a. In your eyes, what is needed to make that happen?
7. How do camps work?
8. How long will you be here? What is your dream job?
9. What does the process look like from here?
10. How many matches/games did you attend last year?
11. Why me?



Hiring Committee:

1. What is one change you would like to see among the culture of your specific sport?
2. What is one thing you hope remains the same in the culture of the specific sport?
3. What are the expectations of this program?
4. What are you looking for in the next head coach?

Other Coaches:

1. Do you have what you need to be successful?
2. Describe the person who would be the supervisor?
3. If you could change one thing about the athletic department, what would it be?
4. What kind of student-athletes have you seen excel here?
5. What do you sell from a recruiting standpoint?
6. What is something you wish you knew before taking the job here?

Support Staff Questions: (Strength Coach, Athletic Trainer, Dietician)

1. How would your student-athletes describe their relationship with you?
2. How do you currently communicate with the coaching staff the needs/wants/limitations of the student-athletes?
3. Who are your people? Where do you turn when you are seeking advice?
4. Do you have everything you need to keep our student-athletes healthy?
5. What would your expectations of me be?
6. What is one change you would like to see among the culture of the team?
7. What is one thing you hope remains the same in the culture of the team?
8. Describe the communication between the sports performance staff.

Questions to stay away from until you have the job, unless it is brought up by the hiring committee/person:

1. Salary/Benefits/Perks
2. Budget
3. Anything that involves needing more money (renovations, travel)



### Reflections when interviewing for a head coaching job while an assistant coach:

In my experience there are going to be 2 big themes of making the move to be a **first-time head coach**;

1. I would say the biggest questions I got were around CULTURE and ACCOUNTABILITY. How do you implement culture? How do you define culture? What does your culture look like? How do you hold athletes accountable? How do athletes know what your culture is and what do you do if they are not following it? This is a big piece of making the move from being an assistant to a head coach, they want to know your plan.
2. If you think about your strengths as a coach and how others in the athletic department perceive your strengths-you will get limited questions around this subject because they know you can do this. They are going to ask you questions around the other parts of being a coach that maybe you don't have a huge part in or they perceive you not having a big part in. For example, for me, in the volleyball world I am known as a "recruiter" I got very limited questions about recruiting because they know I can do that. I get a ton more questions about training and systems and in-game adjustments.

Other questions that I would get a lot:

1. How do you think the relationship will change for you with the athletes when you become a head coach?
2. How do you know you are ready to be a head coach when you have never done it before?
3. Talk about your staff. Do you know who you are going to hire? (One person even asked me for names-which really threw me off guard). How does your staff fit with your strengths/weaknesses?
4. Talk about your management style. How will you manage your staff? How will you manage people laterally (S&C, Academics, Marketing, etc..) How will you manage up (AD's, President of school)?