



Mock Interview Questions

By Julie Bauke from the Bauke Group and
Shannon Wells, Associate Head Volleyball Coach, University of Florida

1. I have your resume, but why don't you tell me a little bit about yourself.
2. Why are you looking for a new position?
3. Tell me your competitive philosophy.(practice and game strategy)
4. How would you describe your overall coaching philosophy and vision for your team culture?
5. What is your philosophy around accountability with your team?
6. What do you think your key strengths are? Top 3 weaknesses?
7. Give me an example of a time when you had to solve a complex problem for your head coach or AD?
8. What was the greatest business challenge you faced and how did you overcome or solve it?
9. Tell me about a time when you disagreed with management/boss. How did you handle it?
10. What is the most innovative thing you've ever done?
11. Talk to me about a best practice that you have implemented. What was the result?
12. Tell me about a time you were disappointed in your performance.
13. We're all human, we all make mistakes, tell me about one of yours.
14. Give me an example of your ability to influence others.
15. What position did you enjoy the most in your career and why?
16. Tell me about a time that you really believed in something, but your supervisor said no.
17. Describe your leadership style.....give me an example.
18. Describe your management style...give me an example.
19. Give me an example of one of your most significant accomplishments.

20. You have quite an extensive background, what do you really want to do next?
Describe your perfect job.
21. Tell me about a time you achieved a great deal in a short period of time.
22. Give me an example of when you worked effectively under pressure.
How were you able to accomplish your goal?
23. Tell me about a time you showed a great deal of resourcefulness.
24. What are your career goals?
25. What gets you up on Mondays?
26. What are your passions?
27. What would your direct reports say about you and your leadership/management style?
28. What would your boss say about you?
29. What are 3 words your student athletes would use to describe you and why?
30. What questions haven't I asked you that you were prepared for?
31. How would you build credibility as a recruiter for our university?
32. Why should I hire you?
33. What are your salary requirements?
34. What do you know about us?
35. What questions do you have for me?



About Julie Bauke

Want to reach out to Julie Bauke for some interview prep and coaching?

You can email her at: julie.bauke@thebaukegroup.com

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Let her know you are from the **Coach Development Academy** with **Celia Slater!**





Reflections When Interviewing for a Head Coaching Job While an Assistant Coach

by Shannon Wells, Associate Head Volleyball Coach, University of Florida

Have a question for Shannon?

You can contact her at: shannonw@gators.ufl.edu

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 role 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) How will you manage up (AD's, President of school)?

