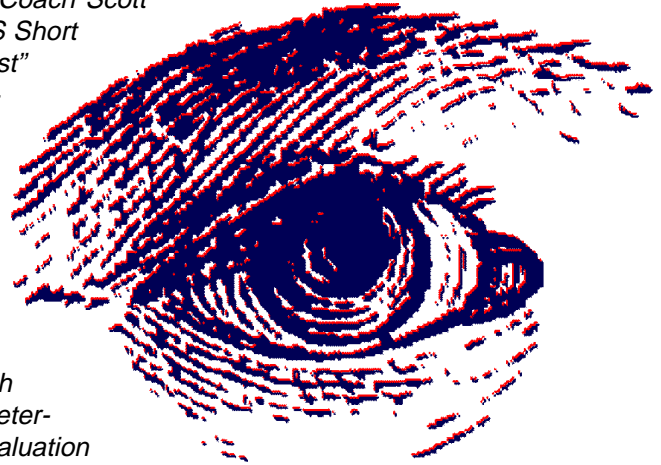


“Good, Better, Best” - A Self-Evaluation for Coaches

This self-evaluation was developed from a presentation given by Coach Scott Rabalais at the MACA Coaching School preceding the 1999 USMS Short Course Nationals. The presentation was called “Good, Better, Best” and it offered a thorough, direct way for coaches to evaluate themselves and their programs. The MACA News thought it would help other coaches to make Scott’s presentation into a self evaluation for coaches. We would like to thank him for granting us permission to do so. This is not a proven, scientific evaluation, but one Scott devised for the presentation based on his opinions. You may agree and disagree with the statements offered, but it will certainly allow you to think.



To complete the self-evaluation, please circle one choice for each question. Follow the instructions at the end of the questionnaire to determine your score. Be honest with yourself and remember, this self-evaluation is meant to help you locate your strengths as well as your areas for improvement. To enhance your learning experience, consider completing this evaluation with your supervisors or Club Board.

1) How would you describe your vision and goals (for your coaching and for team?)

- a) you have developed a positive feeling about your future
- b) you have a few short term projects
- c) you have a clear vision of where you are going with your masters coaching, where you’re going with your team, and where you’re going with yourself (you carry a vision, you “have a dream”)

2) How would you describe your planning?

- a) you have an idea about workouts
- b) you plan daily workouts and the season
- c) you plan your life, including your coaching duties, on daily, weekly and monthly levels

3) How would you describe your coaching style?

- a) you copy other coaches styles
- b) you use the ideas of a lot of successful coaches
- c) you know yourself as a coach, you know your personality, and understand your uniqueness as a person and as a coach

4) How would you describe your attire?

- a) you wear a swimsuit or a pair of shorts
- b) you are well-groomed with a neat appearance
- c) you dress professionally and ‘dress for success’

5) How would you describe your emotional involvement with the swimmers?

- a) you cheer for swimmers, pat them on the back and offer general encouragement
- b) you show a general care and concern, communicate, ask them a lot of questions and listen
- c) you lose yourself in your swimmers, and in what you can do to help them achieve their best. You live to coach and coach to live.

6) How would you describe your timeliness?

- a) you show up for practice, just in time to start
- b) you show up a few minutes early for practice
- c) you arrive 15-30 minutes before workout

7) How would you describe your teaching technique?

- a) you have a pretty good understanding of the general principles of swimming technique and an ability to apply them to the group
- b) you have learned to teach using multisensory perception (see, feel, hear, etc.)
- c) you routinely apply a creative understanding of technique to specific individuals

8) How would you describe your education in becoming a better coach?

- a) you devour every publication and video available
- b) you attend clinics, visit other teams, talk to other coaches
- c) you swim, and your experience and knowledge comes most from being in the water

9) How would you describe your motivational tactics?

- a) you have club goals and a general direction for your team
- b) your swimmers have individual goals
- c) there is an integration of team and individual goals

10) How would you describe your communication with swimmers?

- a) you say “hello” and “goodbye”
- b) you routinely have deck chats
- c) you have one-on-one meetings with swimmers

(continued, opposite side)

“Good, Better, Best” A Self-Evaluation for Coaches

(continued, from front side)

11) How would you describe your ability to set intervals?

- a) you can set general intervals for the whole team
- b) you can set intervals by groups
- c) you know the repeat times of swimmers before they even do them

12) How would you describe your involvement with competition?

- a) you host a home meet, or travel away to a nearby meet
- b) your team participates as a team in a postal event
- c) you can get a big group of people to travel away to a Nationals or a far away regional meet

13) How would you describe the compensation you receive for your services?

- a) you volunteer, giving to your sport a few times a week
- b) you are paid as an hourly employee
- c) you are paid well as a full-time professional with benefits

14) How would you describe your club's staff?

- a) there is a replacement coach who can come in when the Head Coach is absent
- b) there are assistants who can complement the Head Coach
- c) there is a group of independent and advanced thinkers working cooperatively together

15) How would you describe your communication system?

- a) you post announcements at the pool
- b) you have a newsletter
- c) you use e-mail and the web

16) How would you describe your club promotions?

- a) you create and distribute a team brochure
- b) you promote and advertise through newspapers and ads
- c) you use members to recruit by word of mouth

17) How would you describe your administrative involvement?

- a) you have local involvement
- b) you have involvement in LMSC and regional level
- c) you have involvement at the National level

18) How would you describe your awareness of outside influences on your swimmers?

- a) you are somewhat aware of the outside influences on swimmer (other sports, etc)
- b) you offer occasional opportunities to focus on things outside of the pool
- c) you conduct systematic studies on what things affect others' performances

19) How would you describe your club's social activities?

- a) you do spur of the moment social outings
- b) you host an annual team social event
- c) you plan regularly scheduled parties/socials and work to include everyone

20) Why do you coach?

- a) to make money
- b) because you enjoy it
- c) to help others

SCORING: Score this self evaluation using the following point

system. Add-up your totals and see how you rate:

a = 1 point

b = 3 points

c = 5 points

20-59 points: Evaluate your goals and look closely at the areas where you can improve. If you are honestly dedicated to Masters coaching, you will ultimately benefit from this evaluation.

60-79 points: You have already developed some of the skills necessary for success in coaching, but there are some obvious areas for improvement. Fortify your strengths by strengthening your weaknesses.

80-95 points: You have developed your strengths and recognize your weaknesses. Your dedication to improvement has ultimately allowed you to reap great rewards.

95-100 points: WOW! Nominate yourself for USMS Coach of the Year. You're right up there with the best!!