Here are some example interview questions that could be used as part of your interview process. These should be tailored in accordance to the coaching role you are recruiting for.

- What are your reasons for applying for this position and what do you feel you can bring to the role?
- Tell us about your coaching experiences that are relevant to this role.
- What experience have you had of coaching in a school environment and what are the key skills required?
- Can you tell us about your experience in and after school with Key Stage 4 (14–16 year old) pupils?
- What factors do you think are important when planning a Multi-skills session for 7–11 year olds, and why?
- Can you tell us about a coaching session that went really well?
- Can you tell us about a coaching session that did not go so well and what you did to resolve this?
- What do you understand by the term ‘equity’, and how would you ensure equity in your coaching?
- This post involves motivating young people to become and stay involved in sport. How would you enthuse and motivate young people in your coaching sessions?
- If you identified a talented performer in your sport, what would you do to help them progress?
- What knowledge do you have with regards child protection and welfare principles, and policies and procedures?
- Health and safety of participants, spectators and staff during sessions is very important. What would you do to create and maintain a safe coaching environment?
- As lead coach you may be responsible for the overall health and safety of the children you are coaching. Please outline what measures you would take to ensure their safety at each session.
Handout 5 – Example Interview Questions

- What does the term LTAD mean to you? How does this impact on your coaching?
- What is your understanding of school–club links? How would you develop school–club links?
- Good communication skills are essential for this role as you will be working with a diverse range of people, groups and organisations. Can you tell us how your communication skills will assist you in this post?
- During a coaching session you have a young person who is repeatedly difficult and disruptive. What course of action would you take if faced with this situation?
- During a coaching session you have a participant who is reluctant to join in with the activities. What would you do?
- Tell me about a time when you led a coaching session with a group of young players of mixed ability. How did you ensure all the participants’ needs were met?
- Can you give an example of when you have made adaptations to a session or activity to include someone with a disability?
- Part of your role might be to mentor new or inexperienced coaches. What would you do to support a coach in this circumstance?
- What is your understanding of the role of a mentor? Do you have any experience of mentoring?
- How do you know when you have delivered a good-quality coaching session?
- How do you monitor and evaluate the success of your coaching?
- This role may involve some administrative tasks; for example, taking registers, collecting key performance indicators (KPIs). Can you tell us about your experience of carrying out such tasks?
- Which areas of your coaching would you like to develop and why?