

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · ASSISTANT COACH

1	What experience do you have in coaching?	12345	
2	How familiar are you with the sport we're hiring for?	12345	
3	What strategies would you implement to achieve team goals?	12345	
4	Are there any skills that you feel set you apart from other applicants?	12345	
5	How well do you handle pressure and stressful situations during a game or practice session?	12345	
6	Do you have any ideas on engaging players who may not be motivated during practices or games?	12345	
7	How would you handle demanding players or parents of players?	12345	
8	How can you help the overall development of our team's athletes?	12345	
9	How will you improve communication between coaches, staff, parents, and athletes?	12345	
10	Describe how your coaching style has changed over your career.	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.