WHAT DOES A COACH MENTOR DO?
Mentors can play a wide variety of roles. Some of these include:
- Developing a coach’s knowledge and skills.
- Being a role model.
- Building the confidence of the coach with whom they are working.
- Being a resource – either sharing their own knowledge or directing coaches to other sources of information.
- Challenging and questioning the coach’s current practices.
- Assessing the coach for competencies.
- Providing introductions to other people who can help.

QUALITIES OF A GOOD MENTOR
Mentors come in all shapes and sizes, but to be effective they need to have appropriate knowledge, skills and attitudes. Knowledge may include their understanding of technical coaching matters, understanding people and what makes them tick, their understanding of the coaching process, their political awareness etc. Mentoring skills might include honesty, empathy, planning, goal setting, time management, people and process management, and the ability to communicate one on one with individuals. Attitudes might relate to the process of mentoring, their philosophy towards coaching, their attitudes about the club or association they work within, as well as their general outlook on life.

Some of the key qualities you might look for in potential mentors include:
- An ability to focus on the coaching process, rather than the footballer’s performance.
- A willingness to assist in another person’s (your) growth and development and create a positive environment for learning.
- Good communication and feedback skills.
- Awareness of current technical coaching skills and experience.
- Trustworthiness and ability to maintain confidences.
- Flexibility and openness to new ideas.
- Strong network of contacts.
- Sufficient time to commit to the relationship and ease of accessibility.
- An ability to handle conflict.

SELECTING A MENTOR
Some factors that should be considered when selecting your mentor include:
- Their experience in Australian Football.
- Their understanding of coaching pedagogy (i.e. how to teach people to coach).
- Their ability to communicate with you one-on-one.
- Their willingness to be involved as your mentor – they must be motivated to help you to improve.
- Their ability to commit sufficient time to the relationship – to develop an effective ongoing mentoring relationship, mentors need to set aside some dedicated time to observe and communicate with you on a regular basis.

There may be people who are keen to be involved as mentors, but who lack the necessary personal qualities, particularly in relation to you. It is better to take the hard decision early on and not include them in your mentoring program, rather than have to deal with problem mentoring relationships later on.

A mismatch between personalities can cause many problems and this is an important area to consider when you are seeking to identify your mentor.

ENSURE THAT YOUR MENTOR TAKES NOTE OF THE FOLLOWING:
Mentors should
- Empower the coach to take responsibility for ‘driving’ the relationship.
- Have reasonable expectations of the person being mentored – assist the coach to learn and grow as a coach and a manager of people.
- Respect the privacy of discussions - Confidentiality is essential.
- Respect other people’s views of the world and work with them.
- Look for the best in others and offer encouragement.
- Display enthusiasm.
- Acknowledge through direct feedback the achievements of the coach being mentored.

Mentors should not
- Expect to be able to solve all the problems of the coach being mentored – be prepared to refer them to someone else with appropriate expertise.
- Cause the coach to become dependent on the mentor.

Mentoring is to be an ongoing process, and the following four sets of mentoring sheets are a guide for mentors in the first year of providing assistance to another coach:
MENTORING STATUS SHEET 1 (PRE SEASON)

Name of Coach: ________________________________________________

Mentor: _______________________________________________________

Number of meetings to date: ___________

A. REVIEW

1. Coach’s Competencies

What strategies have been put into place for the assessment of the coach’s competencies?

_________________________________________________________________

_________________________________________________________________

2. Coach’s Strengths

Briefly outline the coach’s strengths.

_________________________________________________________________

_________________________________________________________________

_________________________________________________________________

3. Coaching Knowledge

a. What areas of knowledge need to be enhanced?

_________________________________________________________________

_________________________________________________________________

_________________________________________________________________

b. What strategies have been put in place to address this issue?

_________________________________________________________________

_________________________________________________________________

_________________________________________________________________

4. Coach’s Confidence and/or Self-Esteem

a. Is there a need to address this as a factor in relation to coaching?

_________________________________________________________________
“Some people are actually reluctant to pass on too much information to coaches who they mentor. But my attitude to that is that the sport actually misses out in the long run… If we share more information amongst other coaches, we can only develop our sport more and it will leave a lasting legacy for the other coaches who are out there trying to achieve.”

CHRIS NUNN
AIS ATHLETICS HEAD COACH
b. If so, what measures have you identified to address and monitor this?

5. Coach's Communication

a. Has communication been identified as an area in need of attention? Please explain briefly.

b. If so, what measures have been identified to address and monitor this?

6. Teaching as Coaching

Strengths of the coach while demonstrating teaching behaviours.

Please rate the coach on each of the following Principles of Teaching according to the scale provided:

i. Provides players with clear and specific instructions and explanations.

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Competent</th>
<th>Very Competent</th>
</tr>
</thead>
</table>

ii. Provides feedback which is positive and encouraging.

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Competent</th>
<th>Very Competent</th>
</tr>
</thead>
</table>

iii. Provides specific individual feedback.

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Competent</th>
<th>Very Competent</th>
</tr>
</thead>
</table>

iv. Asks questions

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Competent</th>
<th>Very Competent</th>
</tr>
</thead>
</table>

v. When addressing the players had their full attention.

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Competent</th>
<th>Very Competent</th>
</tr>
</thead>
</table>

vi. Maximizes transfer from practice to the game.

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Competent</th>
<th>Very Competent</th>
</tr>
</thead>
</table>
7. Coach’s Growth and Development

To enable growth as a coach the coach should have opportunities to access development experiences through any or all of the following. Identify opportunities for each:

(a) Peers ____________________________________________

(b) Processes _________________________________________

(c) Resources __________________________________________

8. Coach-Mentor Relationship

a. Explain briefly how your coach-mentor relationship is aiming to operate throughout the season.

____________________________________________________

____________________________________________________

____________________________________________________

b. To what extent is the coach driving the relationship?

Comments:

____________________________________________________

____________________________________________________

9. Have both parties communicated frequently enough?

Coach  
Y  N  

Mentor  
Y  N  

Comments:

____________________________________________________

____________________________________________________

10. Has the coach modified or adapted any coaching behaviours as a consequence of the mentoring?

Coach  
Y  N  

Mentor  
Y  N  

B. PRIORITIES FOR THE NEXT PHASE OF THE SEASON

11. What are the key areas identified for attention during the “Season Start” phase of coaching?

______________________________________________________________________________________________________________________________________________

______________________________________________________________________________________________________________________________________________

12. What strategies or procedures will be used to assist in addressing these key areas?

1. KEY AREA ___________________________________________

______________________________________________________________________________________________________________________________________________

STRATEGY ___________________________________________

______________________________________________________________________________________________________________________________________________

2. KEY AREA ___________________________________________

______________________________________________________________________________________________________________________________________________

STRATEGY ___________________________________________

______________________________________________________________________________________________________________________________________________

3. KEY AREA ___________________________________________

______________________________________________________________________________________________________________________________________________

STRATEGY ___________________________________________

______________________________________________________________________________________________________________________________________________

Signed:

Mentor __________________________________________________________________________________________

Coach __________________________________________________________________________________________

Date ___________________________________________________________________________________________
MENTORING STATUS SHEET 2 (SEASON START)

Name of Coach: ____________________________________________________________

Mentor: _________________________________________________________________

Number of meetings to date: _________

A. REVIEW

1. Coach's Strengths

Briefly outline how the coach's strengths have been maximized

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

2. Coaching Knowledge

a. In what ways has it been enhanced?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

b. What strategies were effective in the enhancement of this knowledge?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

3. Coach's Confidence and/or Self-Esteem

a. Has there been a need to address this as a factor in relation to coaching?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

b. If so, what measures were put in place to address and monitor this?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
4. Coach’s Communication

a. Has communication been identified as an area in need of attention? Please explain briefly.

b. If so, what measures were put in place to address and monitor this?

5. Teaching as Coaching

a. Identify areas where the coach has developed according to The Principles of Teaching. (See Sheet 1 Question 6.)

b. Identify areas where the coach might continue to develop.

6. Coach’s Growth and Development

To enable growth as a coach, the coach should have opportunities to access development experiences through any or all of the following. Has the coach been exposed to development experiences to enable growth? Please give examples for each:

(a) Peers

(b) Processes
7. Coach-Mentor Relationship

a. List initiatives or practices developed through the coach-mentor relationship to improve the coaching process

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

b. To what extent is the coach still driving the relationship?

Comments:

________________________________________________________________________

________________________________________________________________________

8. Have both parties communicated frequently enough?

Coach  Mentor
Y ☐ N ☐  Y ☐ N ☐

Comments:

________________________________________________________________________

________________________________________________________________________

9. Has the coach modified or adapted any coaching behaviours as a consequence of the mentoring?

Coach  Mentor
Y ☐ N ☐  Y ☐ N ☐

Please give examples:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
## B. PRIORITIES FOR THE NEXT PHASE OF THE SEASON

10. What are the key areas identified for attention during the “In Season” phase of coaching?

<table>
<thead>
<tr>
<th>KEY AREA</th>
<th>STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td></td>
<td></td>
</tr>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

11. What strategies or procedures will be used to assist in addressing these key areas?

1. KEY AREA
   
   STRATEGY

2. KEY AREA
   
   STRATEGY

3. KEY AREA
   
   STRATEGY

Signed:

Mentor

Coach

Date
MENTORING STATUS SHEET 3 (IN SEASON)

Name of Coach: ____________________________________________________________

Mentor: _________________________________________________________________

Number of meetings to date: __________

A. REVIEW

1. Coach’s Strengths:

Briefly outline how the coach’s strengths have been maximized

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

2. Coaching Knowledge

  a. In what ways has it been enhanced?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

  b. What strategies were effective in the enhancement of this knowledge?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

3. Coach’s Confidence and/or Self-Esteem

  a. Has there been a need to address this as a factor in relation to coaching?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

  b. If so, what measures were put in place to address and monitor this?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
4. Coach’s Communication

a. Has communication been identified as an area in need of attention? Please explain briefly.

b. If so, what measures were put in place to address and monitor this?

5. Teaching as Coaching

a. Identify areas where the coach has developed according to The Principles of Teaching. (See Sheet 1 Question 6.)

b. Identify areas where the coach might continue to develop.

6. Coach’s Growth and Development

To enable growth as a coach, the coach should have opportunities to access development experiences through any or all of the following. Has the coach been exposed to development experiences to enable growth? Please give examples for each:

(a) Peers

(b) Processes
7. Coach-Mentor Relationship

a. List initiatives or practices developed through the coach-mentor relationship to improve the coaching process

b. To what extent is the coach still driving the relationship?

Comments:

8. Have both parties communicated frequently enough?

<table>
<thead>
<tr>
<th>Coach</th>
<th>Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y □</td>
<td>N □</td>
</tr>
<tr>
<td>Y □</td>
<td>N □</td>
</tr>
</tbody>
</table>

Comments:

9. Has the coach modified or adapted any coaching behaviours as a consequence of the mentoring?

<table>
<thead>
<tr>
<th>Coach</th>
<th>Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y □</td>
<td>N □</td>
</tr>
<tr>
<td>Y □</td>
<td>N □</td>
</tr>
</tbody>
</table>

Please give examples:
## B. PRIORITIES FOR THE NEXT PHASE OF THE SEASON

10. What are the key areas identified for attention during the “post” phase of coaching?

<table>
<thead>
<tr>
<th>Key Area</th>
<th>Strategy</th>
</tr>
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<tbody>
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</table>

11. What strategies or procedures will be used to assist in addressing these key areas?

1. Key Area

<table>
<thead>
<tr>
<th>Strategy</th>
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<tbody>
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</table>

2. Key Area

<table>
<thead>
<tr>
<th>Strategy</th>
</tr>
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<tbody>
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</table>

3. Key Area

<table>
<thead>
<tr>
<th>Strategy</th>
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</tbody>
</table>

Signed:

Mentor

Coach

Date
MENTORING STATUS SHEET 4 (POST SEASON)

Name of Coach: ________________________________________________________________

Mentor: ______________________________________________________________________

Number of meetings to date: __________

A. REVIEW

1. Coach’s Strengths

Briefly outline how the coach’s strengths have been maximized

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

2. Coaching Knowledge

a. In what ways has it been enhanced?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

b. What strategies were effective in the enhancement of this knowledge?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

3. Coach’s Confidence and/or Self-Esteem

a. If there had been a need to address this as a factor in relation to coaching, what improvements are evident?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

b. If needed, what on-going processes are in place to assist the coach?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________
4. Coach’s Communication

a. If communication had been identified as an area in need of attention, what gains were made throughout the season?

b. If needed, what on-going processes are in place to assist the coach?

5. Teaching as Coaching

Revisit the scale completed in Sheet 1 Pre Season and rate the coach. Note any development in any of the principles.

Please rate the coach on each of the following Principles of Teaching according to the scale provided:

i. Provides players with clear and specific instructions and explanations.
   Needs Improvement  Competent  Very Competent

ii. Provides feedback which is positive and encouraging.
    Needs Improvement  Competent  Very Competent

iii. Provides specific individual feedback.
    Needs Improvement  Competent  Very Competent

iv. Asks questions
    Needs Improvement  Competent  Very Competent

v. When addressing the players had their full attention.
    Needs Improvement  Competent  Very Competent

vi. Maximizes transfer from practice to the game.
    Needs Improvement  Competent  Very Competent

Comments:
6. Coach’s Growth and Development

To enable growth as a coach, the coach should have had opportunities to access development experiences through any or all of the following. Has the coach been exposed to development experiences to enable growth? Which were of most value?

(a) Peers

(b) Processes

(c) Resources

7. Coach-Mentor Relationship

a. List initiatives or practices developed through the coach-mentor relationship that significantly improved the coaching process

b. To what extent did the coach drive the coach-mentor relationship?

Comments:

8. Have both parties communicated frequently enough?

Coach  Y  N  
Mentor  Y  N  
Comments:

9. Has the coach modified or adapted any coaching behaviours as a consequence of the mentoring?

Coach  Y  N  
Mentor  Y  N  
B. PRIORITIES FOR THE NEXT SEASON

10. What are the key areas identified for attention during the “Next Season” phase of coaching?

11. What strategies or procedures will be used to assist in addressing these key areas?

1. KEY AREA

   STRATEGY

2. KEY AREA

   STRATEGY

3. KEY AREA

   STRATEGY

Signed:

Mentor

Coach

Date