

114 WAYS ASSISTANT COACHES CAN BEST HELP THE HEAD COACH

By Chris Fore

A few years ago I surveyed 183 Head Coaches from all over America. 98% of the coaches were in the high school ranks. 96% of the respondents were Head Football Coaches. Even though most were Head High School Football Coaches, I really believe that the results of this survey would be just about the same no matter which level you are at, and no matter which sport you are coaching.

Here is a list of responses to the question:

What is the BEST way that an Asst Coach helps you personally as the Head Coach?

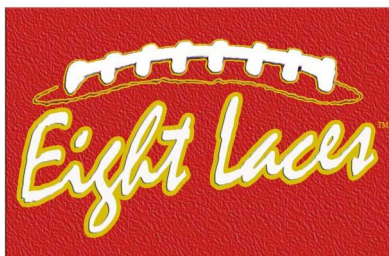
- Express your genuine opinion
- Is a great ambassador of the program and teaches student athletes to be quality young men.
- A coach that understands their role.
- Reliability leads to the delegation of responsibilities that are taken off of my plate.
- Learns on the job and is willing to give feedback and/or run parts of sessions if needed.
- Carry out assignments to the best of their ability.
- Fulfills his role as position coach, communicates with kids, and takes on responsibilities that are assigned.
- Above all is a program guy.
- Communicate with me – agree or disagree with decisions behind closed doors but in front of kids we are one front.
- He makes sure that his position is the best on the team – discipline, effort and most importantly production!!!
- Be Loyal, and complete given tasks above and beyond
- Work ethic

- Support and not being afraid to tell me when he has a better idea.
- Paul “Bear” Bryant had many famous quotes in his day but the one that sticks out to me is, “The mark of a good coach is when he surrounds himself with people that are smarter than himself”.
- Knowledge of the game is important but knowledge of people is even more important. To have that ability and to be eyes when I cannot see is a major asset.
- Record keeping from stats to payments to inventory to preparing practice plans
- Helps the program in the direction I lead
- Coaching his position to the best of his ability
- Knowledge of the sport so that I can focus on other things and I know he is teaching things the way I want them taught.
- Support the Head Coach publicly and accept and produce in the role in which they are hired. Be flexible.
- Be self-motivated
- My gateway to the players. Keep me up to speed on how they are feeling and what they need.
- I’ve had a few assistants that come when practice starts and leave right when practice ends. I can’t stand that.
- The best way an assistant can help me personally is take the time to be early and stay late to see if anything needs to be done. Most times nothing does but when it does happen and I am the only one there it makes for a long night!
- By being self driven, reliable and trustworthy
- By giving feedback either positive or negative.
- Helping with off the field things. Fundraising, gear collection...
- Prevent the small “issues” from getting to me.
- Takes on and leads specific areas of the program. For example: – equipment hand out and collection – If they are a coordinator they lay out install schedules, scout play cards, and drill progressions for their defensive position coaches.
- Running summer weights
- Be hard working and not be afraid to do the little things
- Does things without having to be asked
- Take care of little things that are assigned to you
- Time Commitment to program year round, this may mean several things but as long as it is contributing to the well-being of our athletes (football) it is good!
- Be committed to their job and work hard
- Follows through on assigned duties

- be willing to do anything, no job is too small
- Be willing to do the extra/dirty work.
- Actually puts the program as one of his top priorities in his life.
- Will take the time to get better as a Coach to learn how to help me create and maintain a positive learning environment
- Put time and effort into their position/job.
- Someone who is able to be a “sounding board” in discussion of team development and improvement.
- Someone who can identify team issues that have been overlooked or unnoticed by me.
- Maintain consistency to reinforce key messages
- Make the game fun. The season can be long and stressful,
- Your assistants understand that better than anybody and they can make the daily grind of the season fun and personal.
- Reinforcing with the players the priorities I lay out for the team (both on the field and off it). If the staff isn't all on the same page the players won't know whose direction to follow.
- Be supportive of our mission as a program- I'm not looking for a “yes” man, but you need to support everything we do no matter who you are talking with -another teacher, a parent, or a random community member.
- Do your job to the best of your ability- how you do your job as an Asst has a direct impact on my ability to be the Head Coach of the program.
- I love working with young coaches and helping “teach” how to be a good coach and do things the correct way- but I can't hold your hand/micromanage you as a coach no matter the experience level. The same thing goes for older coaches- you have to be able to adapt to changes in the program and my expectations for you as a coach and your commitment level.
- Alignment with program not his own agendas
- Coming prepared and helping with the little things
- Off season help – paperwork, fundraising, weight room
- Motivate kids
- Being sold out to the vision and philosophy of the program.
- Helps the HC keep the program organized, do I have to step in and over watch his unit or can he manage them.
- Know his role and do it to the best of his ability
- Film room and off the field,
- Master the system within the program

- Support with tough decisions like playing time, direction of a program and being there to talk through ideas with
- Being able to do things delegated to him
- Leadership in the weight room
- Be able to autonomously run his/her practice and game assignments.
- Is dependable and works hard at his craft.
- Simply responding to emails immediately, voicing opinions, sharing ideas, etc. lets me know we're on the same page.
- By becoming an expert at something.
- Being able to follow directions and ask questions in advance, before an activity.
- The best way an assistant can help me is honesty. Honesty in their player assessments, honesty in their opinion on the direction of the team.
- By selling the program to the players n community
- communication with athletes on campus
- Adds value to the program by having a keen awareness of things that need to get done.
- By preaching the same message, but in a way that is uniquely their own.
- be an extension of me when working with players
- develop a great relationship with his position players
- Coaching the fundamentals of their specific position
- Offering input and ideas that are different than mine
- Take charge of something that needs to be done without me having to delegate it. Being a servant leader.
- Doing his job and being loyal
- They know their stuff and can keep the wheel spinning when I have to be in a "5 minute" Faculty meeting for 45 minutes.
- The best way my assistants help me is by asking to do more. Whether that's film break down, weight room help or practice planning/setup
- To be fully prepared every day.
- Carry out my instructions completely
- Be a great teacher. Helping with the small stuff.
- Take ownership of some part of our program
- taking initiative, seeing what needs to be done and doing it w/o having to be asked
- Self starter

- Handle some off the field responsibilities as well as on field responsibilities
- Sharing of ideas
- Take initiative. Be involved, and continuously work to improve.
- I always want guys wanting to know more. Wanting to look for ways to help improve the overall program
- work well with kids and know your position
- Does his job on time, provides all information needed with his own opinions, and then allows the Head Coach to make the major decisions and buy into the decision.
- Handles issues the way you would expect them to.
- By freeing my time up to coach
- Do whatever you are asked to do to the best of your ability
- Be available to work in and out off season
- I can trust him with a task
- Shared responsibility
- DO things without having to be asked/told.
- Through breaking up the practice with a different drill
- Taking on the laundry, checking gear out, changing up stretch routine
- Charting Hudl, and being willing to tell me when I'm wrong.
- Make sure everything is organized and ready to go before the Head Coach needs it organized and read to go.
- Do things without being asked or told
- Be dependable
- I need honesty from assistant coaches about all aspects of our program.
- Off-season accountability
- Does role he is delegated on time and completely to a high standard
- He provides insight from a different perspective than how I approach practice/game plans and scouting reports.
- Being hungry to work for what's best for the kids. Check your ego at the door, we are here to grind!
- To treat the players like they are his/her own. They must know that their coaches care about them
- Always asks what he can do, wants more responsibilities
- Do anything mentality for program



103 WAYS EVERY ASSISTANT COACH CAN HELP TO IMPROVE THEIR PROGRAM

By Chris Fore

Another question that I asked in that survey from a few years ago was “What is the best way for an assistant to help the overall PROGRAM?” Notice that the last chapter was “Ways Every Assistant Can Help The *Head Coach*,” this question is all about the program.

- Be the link between the Head Coach and players
- To model the Head Coaches vision and goals
- Coach technique.
- Having a learning and development mindset
- Promote the program to the public, parents, and student-athletes.
- Believe in what we do. Have a strong desire to get better. Lower level coaches keep the kids coming back.
- Not cause me more work – he is supposed to make my life easier.
- Has a positive, infectious and encouraging approach to everything we do.
- Do their job. do not be a spectator
- Be a people person
- Support final decisions we make as a staff.
- Be loyal to the bitter end.
- Give me input regarding training sessions and game day adjustments
- Make the program better than it was before he arrived.
- Strive to make every day a “Game Changer” day for himself on a personal basis and on a professional one as well. Be a leader when the situation demands it. Going through the motions just because you are not the “Head Guy” will not get it for me.
- Be diverse
- Participation and excitement
- Understanding the students within the program and enthusiastically motivate them

- Constantly find ways to improve our program. I want my coaches to bring in new ideas even if it is different from what is currently taught.
- Be accountable and reliable
- Be a student of the game, program, etc...
- Be consistent with his/her effort and always communicate directly to me about all things.
- Be an advocate for the program. There is always a lot of behind the scenes planning, preparation and dedication that goes into running a successful program. The best way that an assistant can help the overall program is to let people know that the coaching staff is doing everything they can to make the program successful.
- Be on the same page publicly and challenge ideas privately. Disagree but commit.
- Work ethic
- do not be afraid to work!
- Become an expert at your position and side of the ball.
- Commitment to the off-season: – Contributing to off-season strength and conditioning program – Helping staff with professional development – Helping player with off-season individual development – Helping with fundraising
- Promote our program and be positive.
- Support each other...support other sports
- Work hard and stay loyal
- Have a voice, take constructive criticism, be involved and committed year round!
- Loyalty
- Go above and beyond assigned duties
- Be a good role model for the players
- Takes initiative & doesn't waste time
- Work hard at their position/job.
- Someone whose character reflects the values and standards of the team culture on and off the pitch.
- Who they are is a bigger help or hindrance to the program, than what they know.
- Bring another perspective and new ideas. Help in some one-on-one discussions with players to help get strategy across
- Build relationships. This game is about building relationships and helping student-athletes find the best version of themselves. I believe that happens through having a good relationship with your players and genuinely caring about them.
- Invest in our boys with their total person in mind. Obviously they need to do a good job developing their football skills, but more important than that is for all of our coaches to help these boys navigate the process of becoming young men. If we win a ton of football games but are turning out graduates that do not have a clue as to what it means to be a real man then we've wasted our time and our opportunity to make a real difference.

- Look for ways to contribute to the program other than your assigned duties. Understand what needs to be done in the off-season, pre-season, pre-game and have the initiative to get things done before being told/asked to do something. Find something and make it yours- do something better than anyone else on the staff.
- Support team philosophy
- Do the dirty work. Laundry mowing etc
- Be around year round
- Have a work ethic
- Be flexible and willing to do anything to help the kids. From calling the offense to picking up pizza
- Look for work outside the direct realm of responsibility.
- Be prepared
- Buy into program and be able to accept the system
- Create personal relationships with players to help the HC with motivation and life issues that face players
- Be great with people
- Be positive when talking about the program. Live our message as a program daily.
- Be a reliable and confident extension of the Head Coach and the overall program goals.
- Be all in, high energy and commit to getting better everyday.
- Show players you care about them and coach the kids up on every play in practices and games. Get to know each player on a personal level and build trust. We are in this profession for the kids and the players need to see that everyday. Building these relationships will make our program better.
- Integrate into the life and culture of school year round.
- Be there every day that they are asked to be there.
- The best way for an assistant to help the overall program is dedication to the actual program. Cannot have personal motives.
- By helping to change the culture. Again by being loyal to me and pushing the program and my vision
- Being involved in practice. Coming alongside athletes that need extra work
- Find an area off the field to help develop.
- Be all in. Finding that balance between wanting to advance their own careers and being all in on being an assistant.
- The assistant coach must share and believe in the Head Coach's ideology and philosophy when working with players, administration and parents.
- Is he making himself better in the off season?
- By coaching with passion with an ability to motivate players
- Offer ideas that are outside the box but then going 100% with the Head Coaches final decision

- Be all in...Dedicate their time to every aspect, youth, practice, games, prep.
- Buy into program and work for same goal without caring who gets credit
- Be available to the players and be an ambassador for your program.
- The best way for them to help is by towing the rope in the same direction. Follow the philosophy of the Head Coach and stuck to it
- To be fully prepared every day.
- Be willing to grow. Attend clinics and never stop learning the game.
- Be totally committed
- Understand and believe in the HC philosophy
- Be a difference maker at practice. Motivate & push kids in every detail
- Add value, do not be an observer
- Continue to improve
- Stay involved year round
- Logistics
- To work on their craft. I want my assistants to be the Head Coach of their position group. I also need them to be involved so they are establishing relationships with the players
- Lead by example
- Making sure to build up the whole student, not just teach skills
- Share the same vision as me! One vision!
- To be available when needed... that is hard to do
- Buy in a a sell the culture and scheme
- Put in quality time with kids in and out of season
- Be all-in
- Year round interest in the overall well being of your athletes
- Be accountable in all that you do.
- Help through communicating with kids, community and parents. Utilizing social media and helping with fundraising.
- Be available and attend everything the program is involved in.
- Keep the kids first
- Effort
- Being available when not coaching other sports, and willing to take on new responsibilities as the program evolves.
- Be loyal to the vision of the Head Coach and always coach positively
- The best way for an assistant to help the overall program is to provide positive influence and morale for the student-athletes.

- Be honest with strengths and weaknesses. Ask for help. do not be intimidated by the Head Coach. do not seek credit.
- Learn their craft and buying into the staff philosophy
- By doing the right thing at the right time & handling themselves with class.
- Program above self
- Willingness to take on any responsibility.