

Coaching Standards

In order to explain the reasoning behind the following document, we look at the term “Coach” and break it down into a problem-to-solution dynamic:

Problem:

There has been a lack of consistent quality of coaching in the amateur scene for multiple years now. Furthermore the term “Coach” has always been used lightly, which resulted in anyone being able to present themselves as a coach. Ultimately that led to poorly trained students and a lack of talent development.

Solution:

Create a structured and stable environment with the intent of developing coaches, which will then develop more talent. With these following standards, the goal is to raise expectations of talent in the amateur scene and to pressure other organizations to follow.

Origin:

These standards were defined by three experienced coaches:

[Ostrowski](#), [Freeze](#) (LEC and ERL experience) and Fox (LCS experience)

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Growth Mindset

- Habit building
- Identifying current habits (good/bad)
- Ability to break bad and form good habits
- Understanding that everything we teach takes time
- Remove ego and focus on the goal (growth)
- Focus on long term not short term results
- Identify and understand the long term goals of the parties involved and creating steps to reach said goals
- Goals must include milestones to keep involved parties motivated
- Remain open to feedback and understanding growth never stops
- Breaking down each concept involved and focusing on them one step at time before moving on to or considering the next step
- Have a form of measurement for growth (consider mini-goals)¹
- Actively seeking help instead of waiting for someone to come help²
- Actively looking to expand resource pool of people who are available for help³

¹ Referencing chapter "Progress Tracking" on page 15

² Referencing chapter "Networking" on page 13

³ Referencing chapter "Networking" on page 13

Methodology

- Adaption to players and personalities
 - Treating every player as equals
 - Understanding the impact of treating everyone equally and how it can help create better relationships
- How we communicate
 - Dialogue vs monologue (this is key)
 - Asking for feedback multiple times during a session
 - Utilizing the proper tone for each situation
- What we teach
 - The next step for a player to progress toward their goals
 - Understanding that each player has different things to learn at different points in time with different roles in different situations
- When we teach
 - VOD review
 - At the moment we recognize a mistake in the making.
 - We have an in depth conversation based on adequate micro and macro for the elo⁴
 - Live game
 - Timeline dependant on mental state
 - If the player is autopiloting and requires aid getting their thoughts back together
 - Micro manage their actions until ready to continue playing mindfully
 - If the player is mindful of their actions
 - During down time we can question and direct them towards the optimal action
 - Exception
 - If a player is not receptive for the lesson
 - We postpone the lesson or reschedule until the player can retain the information
- How we teach
 - With live coaching using it for immediate corrective feedback and positive reinforcement
 - With VOD review, utilizing preparation to provide multiple examples of a suggested correction

⁴ Referencing chapter “Adequate Micro & Macro” on page 6

- Understanding the psychology of how learning occurs
 - Nobody is uncoachable
 - Everyone learns differently and figuring that out is an important step to the coach-to-player relationship
 - The foundation for this is built through a growth mindset⁵
 - Regardless of that, there is one exception to this. When mindsets and the general attitude do not align, there can be reason to part ways (efficiency of coaching resources and upholding the org's values)
 - Identifying habits (in game and personality)
 - Ability to communicate, break and help form new habits
 - In and outside of the game
 - Accountability to ensure habit is retained over time
 - Critical thinking as a player and coach
 - Understanding perspective
 - Relating topic to the players perspective
 - Having empathy for emotional states and mindset
 - Reacting to their emotional states adequately for their best interest
 - Understanding the impact of telling someone an answer vs helping them find an answer
 - Importance of understanding the general concepts over “perfect” answer
- Understanding when/how to show authority
 - Understanding consequences of showing authority too often or at inadequate times
 - Put yourself in their shoes. How would you want to receive this corrective information before delivering it to them?
- Having structure around coachings
 - Includes scrims, team lessons, individual lessons, preparation, team bonding activities

⁵ Referencing chapter “Growth Mindset” on page 3

Adequate Micro & Macro

- Understanding tempo
 - Tempo is the degree of proactivity you can have in a game
 - Understanding the importance of the first 15 minutes of each game
 - A single play cannot exceed 100% tempo (ex: 60% proactive 40% reactive from either side)
 - Understand map pressure and how that impact tempo
- Player psychology
 - Identifying opponents habits
 - Dodging
 - Trading
 - Skillshot direction
 - Identifying key abilities and their cooldowns
 - Play around these/bait these
 - Understanding and abusing runes and items
 - Some runes have easy to abuse cooldowns you can play around
 - Examples of runes and items to be aware of at the time of setting the standard in 2023 / Patch 13.X
 - Boneplating (Rune / 55s CD)
 - Magical Footwear (Rune / 12 minute timer)
 - Mentioned regarding efficiency of T2 boots
 - Crown of the Shattered Queen (Item / 40s CD)
 - CD restarting upon taking damage
 - Understanding, abusing and awareness of item paths
 - Pressing tab every time your opponent returns to vision
 - Understanding psychology and resisting temptation to react to opponents malicious intent
 - Taunts
 - Emotes
 - Typing
 - Asking yourself “what is the worst thing that could possibly happen if I do this?” for every decision you make
 - If the worst potential is still worth it, we go for the play
 - If its not, we don't
 - If we don't have all information we expect the worst
- Ability to gather and share information independently
 - Using F1-F5 keys
 - Tracking key cooldowns
 - Tracking wavestates
 - Tracking Resources (Mana/HP)

- Understanding wave management
 - Understand the pressure you can apply on you opponent on all sides of the map with wave states
 - Understand how to push, pull, stack and freeze a wave
 - Understanding XP range
 - Understanding Threat zones
 - 2 wave rule
 - Push 2 waves, play the map for 2 waves worth of time (45 sec)
 - Preventing dead waves (no one is collecting side lane CS)
 - Utilizing time created from 2 wave rule to have impact on the map
- Understanding rotations around the rift
 - Time it takes to physically rotate
 - Time you have to roam before you start losing resources
 - Potential impact of your rotation
 - Communicating your rotations/wave states/cooldowns
 - This includes ETA, Intent and KEY resources available
 - Understanding impact of proper communication around fights
 - Allowing those in combat to focus on combat
 - How you can provide 3rd party POV resources via communication
 - Understanding of your potential impact (+/-) of your communication
- Tracking Jungler in a game
 - Gathering, sharing and using information to create and deny plays
 - Using current information to predict most likely upcoming plays
 - Counting jungle CS and capitalizing off of this information
- How to and impact of proper CSing
 - Using gold and optimal amount of gold at time in game
 - Using back timings to mitigate potential losses and maximize opponents potential losses
 - Understanding item gold thresholds and item powerspikes
 - Understand champion specific spikes with items
- Being able to interpret and effectively utilize data from Riot API⁶
 - Using this both with teams and individuals
 - Identify a players weaknesses and how to correct
 - Identify a team's tendencies and how to correct

⁶ Referencing chapter “Progress Tracking” on page 15

Concepts of Drafting

- Understanding draft and how both teams comps naturally interact
 - Pick comps, teamfighting, early game, late game...
 - Understanding strong side vs weak side
 - Strongside/Weakside is determined by how a lane changes when resources are given to one side of a matchup.
 - Understanding why it is important to have a strongside and a weak side
 - Utilizing limited resources to produce the highest potential to win the game
 - Understanding Win conditions
- Coach control over draft rather than player control over draft
 - Coming in prepared as a coach
 - Adequate scouting of both teams and their champ pools
 - Understand current meta
 - Each meta always has a counter meta attached to it
 - Understand when to pick what role
 - Ask for input from players within a given selection
 - If unsure about matchup, asking for players input or sites like u.gg
 - Creating and utilizing a matchup diary could supplement knowledge and sites. Especially for non meta picks
 - Understanding lane priority in matchups
 - Not allowing players to push the boundaries of draft
 - Players only talk in draft when coach talks with them about their pick
 - Ban contested picks as late in draft as possible. OTP expect to get banned, so get rid of it immediately
- Explaining drafts and goals of drafts once the draft is finalized.
 - Identifying and communicating win conditions and playstyles of both teams
 - Communicating team power spikes
 - General rundown of early game to give the team a starting point
- Understanding the power we have in the draft to dictate picks
 - Understanding the OP and comfort picks for a role and preparing counters
 - Reading and adapting enemy draft in the moment
- Regular draft practice is mandatory
 - 1v1 draft against another coach
 - Expectation that everything is played out to perfection
 - Having an experienced drafter involved is mandatory
- Don't over complicate drafts
 - Hiding and flexing picks can ruin entire draft instead of grabbing simplest strongest picks
 - Utilizing counter picks when shown opponent
- **Under no circumstances do we extend draft timers**

Intent

For all meetings and lessons

- Being Prepared
 - Identifying habits and potential improvements
 - Examples found or created ahead of time to ensure lesson effectiveness
 - Value time of the people learning equal to your own
- Recognizing target of short term or long term improvements
 - Important not to mix the intents
 - Limit amount of information to avoid overloading players
 - Short term defined as improvements that can be implemented immediately
 - Long term defined as improvements that require repetition to learn and master
- Must be very aware of target audience with the lesson
 - The who, dictates how we teach
 - This helps keep time in perspective for a group of people compared to individual
- When teaching one specific aspect of the game, we must stay on topic
 - Getting side tracked reducing the learnings on the intended topic
 - Being able to redirect players to stay on topic, even with valid questions
- Create a way to summarize the core of the lesson
 - Self-made notes, have team create notes, recordings... etc
 - This can become a tool of accountability if the team creates the notes
- For individual session, discussing the degree of in-depthness of the lesson
 - Determined mainly by player on their ability to intake information at that time
 - Ask the player their time availability and their preference
- 99% of lessons we have, are a dialogue⁷
 - Knowing a thought process will help us implement improvements

⁷ Referencing chapter "Methodology" on page 5

Professionalism

- **Be Reliable**
 - Only make promises you will keep
 - If we make a promise we must follow through
- We are representatives of your respective organization and must act as such at all times
 - Includes all values and standards that your organization upholds
 - Includes actions inside and outside of your org
 - Outside of your org includes, any other discord, any interaction with anyone on internet, on the rift and especially on social media
 - Any outside misdemeanors will have inside consequences
 - Intent will not matter (like mocking women in esports, even if meant to be joke, unacceptable)
 - Understand that if we have to ask if something is okay, it's not. Don't do it.
 - We will always obey your respective Organizations and Riot games Code Of Conduct
 - There are **NO EXCEPTIONS**
 - We will treat everyone we interact with, with respect
 - Coming prepared to all gatherings
 - Knowing your potential audience to set your tone on the orgs behalf
 - Sticking to your schedule
 - Leading by example
 - Staying up to date on current league information in own preferred form
 - Includes playing the game, consuming gameplay content, consuming teaching content (including notes from lessons), digesting patch notes, utilizing practice tool for calculations, sharing information/perspectives with coaches and practice sessions with other coaches
 - We must ALL hold each other accountable at all times for all standards
 - When we communicate with the team in any form, we use the corresponding text/voice channels provided to us by the org

Feedback Culture

- We will ask for feedback on a regular basis
 - Regular defined as: everytime we make a point start to finish
 - Includes ensuring the lesson is understood AND asking for potential improvements
 - Crucial to wait for feedback from every single person
 - It is typical for 1 or 2 people to respond in a group. Demand a response from all members included in the lesson
 - We have to value the feedback we receive
 - Value does not mean we have to adjust, but we need to think critically about it
 - We make sure we create a safe environment to provide feedback
 - At a minimum, feedback provides insight into the members mindset which can help us relate to them moving forward
 - When in doubt about feedback, we look for help outside of the team environment
 - Other coaches are a great resource to be utilized
 - It is imperative to understand our role as coaches
 - Our role is to help find the best possible answer to lead to consistent future success
 - We are not all knowing and it is okay to delay an answer to ensure the correct information is provided
 - We never assume the answer, we think critically to determine the answer (Measure twice cut once)

Reviews

- It is crucial to provide students with an approach to review sessions that allows them to process and retain the information. We need to make sure to not overload them.
- Example of how to structure a review session with this in mind:
 1. Introduction (who am I / who are they / how do I coach / what are their goals / some icebreakers in general)
 2. Let them choose between live-coaching, replay analysis or going over a POV recording (and explain the advantages or disadvantages for each)
 3. Make sure they feel comfortable interrupting me, whenever something is unclear
 4. Explain the boundaries of the session (how long / how in-depth will the session be)
 5. Explain that it's important to understand how our brain works and to not overload it / review efficiency (usually limit one game review to the first 15 minutes + only crucial moments after that / depending on the goals of the person, those first 15 minutes can be talked about for 2-3h with short breaks in between)
 6. Start the session and ask them questions (not to test them, but phrasing it in a way that the answer is rather obvious. that will bring them to the correct solution and it's way easier to retain the information) regarding whatever I see being of relevance / in relation to their goals
 7. Make sure they can follow and understand everything⁸
 8. Towards the end of the session, have them sum everything up (allows me to see which information they already retained) and fill in the gaps to remind them
 9. Explain that improvement is not only knowledge, but repetition and help them create a short checklist with topics from the session with them
 10. Tell them they need to be patient with themselves and they should utilize that checklist (should also have milestones attached the the goals as motivational steps) before and after each game they play. Before, because it reminds them. After, to track their own progress and see how consistent they get
 11. Conclude the session

⁸ Referencing chapter "Feedback Culture" on page 11

Networking

- Understanding importance of others in esports environment (analyst, mental coach, Nutritional coach, physical coach, ergonomics coach)
 - Everyone is a subject matter expert in their own area
 - Even inside a subject matter, everyone is on the same level. Respect everyone's opinion
 - One person does not have to hold all of the answers
 - It is imperative we reach out for feedback when we are lacking proper knowledge on a subject matter
 - The best teacher is a good student
 - We always need to be a student and initiate conversations to learn
 - Think critically about information gathered from other experts
 - Do not blindly accept/dismiss something as truth
 - We always try to identify excellence in their respective fields for the potential growth of the organization as a whole
 - Identifying great resources can lead to recruitment
- When we network outside of our organization, we do not leak any internal information
 - We acknowledge that when networking outside of our organization, we are upholding all standards of our org we are representing
- Utilizing trusted resources when dealing with difficult situations
 - Checks and balances system

Problem Solving

- Tackle problems promptly
 - Problems can fester when left unattended
- Identify patterns on individual and team basis as needed
 - Via notes, memory or results
- Analyze root cause
 - Utilize tools like 5-why's to determine root cause
 - Asking why up to 5 times to each previous answer or until root is discovered
 - If unsure, seek assistance
 - If a person is the root cause of a problem that can't be fixed, then they can be removed
- Bring ideas on how to correct
 - If needed reach out to other for additional opinions
 - First, within the coach chat (coaches within our org)
 - Second, if needed seek assistance from Coaching Director
 - If problem with Coaching Director, then go to General Manager
 - Third, seek outside assistance if still required
 - Get permission from Coaching Director
- Present ideas to parties with the problem (dialogue)
 - Do not engage in arguments
 - Arguments involves berate/ments or raised tone/emotion or direct attacks/outbursts
 - Dialogue involves questions and answers to find the best possible solution
- Staying open-minded
 - Always act neutral/utilize constructive criticism
 - Criticism is never targeted towards character
 - Avoid triggers at all times during all interactions
 - Must be able to show empathy, without our own emotions
- Must acknowledge that not every problem can be solved immediately
 - Example: heated emotions
 - Delay the problem solving session
- We reach out for assistance when we recognize an overwhelming situation
- Identify emotional attachment

Progress Tracking

- Each coach must use one or more of the options below to track Progress
- Riot API sheet
 - It's Imperative we use tournament codes for scrims so these can be tracked for Riot API
 - Learning how to utilize the Riot API can/will take a lot of time and is not required
 - It is important to be able interpret data gathered from Riot API
 - We have resources available to setup sheets to gather data from Riot API
 - <https://developer.riotgames.com>
 - It's worth noting that the Riot API documentation provides detailed information about each endpoint, including the available parameters, expected responses, and rate limit guidelines. Developers should refer to the documentation to understand the specific details and capabilities of the API
- Spreadsheet on win/losses
 - Must include Draft links
 - Drafts include proper identification
 - Must include section for notes
 - Must include the main objective of the game/scrim⁹
- Personal player “diary’s”
 - Player tendencies/habits
 - How they handle Criticism
 - Matchup diaries
 - The notes about matchups being played and the conclusions drawn from them
 - Could be one document for all players
 - Could have a general matchup diary for all players of the organization

⁹ Referencing chapter “Intent” on page 9