



**Performance Coach Award**  
**Pre-Assessment Mentor**  
**Session Guidance**

## **BCAB Performance Coach Award**

### **Pre-Assessment Mentor Session Guidance**

#### **Introduction**

An online Pre-Assessment Mentor session should be arranged through your National Association when you feel ready to progress to your practical coaching assessment.

During this Pre-Assessment Mentor session, you are asked to present and discuss your coaching philosophy and provide context and background into how and why you go about your coaching practice as you do. This gives you the opportunity to articulate your thinking and share examples to highlight the influences on your coaching practices.

Your presentation is delivered to the mentor. They will help you check your readiness for assessment and fine-tune your final preparations.

This Pre-Assessment Mentor session is recorded and then viewed by your practical coaching assessor; this gives you the opportunity to give context and insights into your coaching practice and thinking ahead of the assessment.

#### **Presentation Requirements**

You can choose the format of your presentation; it will need to be suitable for the logistics of your online mentor session.

Your presentation should be approximately 20 minutes long, after which there will be time for a professional discussion.

Your presentation must be supported by a brief (approximately 75–125 words) statement outlining your coaching philosophy.

## **Presentation Content**

During your presentation you should include the following key topics:

### **1. Introduce yourself**

To frame your philosophy and to help your assessor get to know you, we would like you to start with a brief overview of your current coaching role. This might include, for example:

- who you coach (e.g. typical motivations, goals and aspirations, age, discipline, skill level and stage of learning, length of typical coaching relationships);
- where you coach (e.g. club, centre, squad, physical environment, support structures available to you/the participants you coach);
- your current responsibilities, what you do and how you hope to help the participants you coach achieve their aspirations;
- a very brief summary of your coaching experience and how long/often you have been in your current role.

### **2. Your Coaching Philosophy**

Present and explain your Coaching Philosophy. See 'Performance Coach Coaching Philosophy Task' for details and guidance.

### **3. Bring to life your Coaching Practice**

Provide further context and background into how and why you go about your coaching practice as you do. This might include, for example:

- examples from your practical coaching that illustrate how your Coaching Philosophy is embedded in your practice;
- examples from your practical coaching of the coaching strategies and practices that you use, when they work well, and what you are hoping to achieve by using them;
- success stories from your coaching and what you did to influence the success;

- stories of challenges you have had (or are having) in your coaching, compromises you have had to make, and solutions you have tried (are trying);
- how external influences impact on and link to your coaching practice.

You do not have to cover all of the points above; nor do you need to take them in the order presented. Select those that are most pertinent to you and those that enable you to address the assessment requirements.

After you have completed your presentation you might wish to note your reflections on how it went. If you feel these included anything relevant to share with your assessor this is, of course, encouraged.

### **Presentation Assessment**

The evidence from your presentation is assessed alongside your practical coaching assessment and the professional discussion. You are required to show that you:

- underpin your coaching practice with a compatible and considered coaching philosophy (compatible with British Canoeing Educational Philosophy <sup>1</sup> and the context in which you are operating);
- demonstrate coaching practice that is consistent with your declared values and beliefs.

The presentation also gives you the opportunity to give context to your coaching practice ahead of the practical coaching assessment, giving the assessor prior insights to frame their observations. This provides you with an opportunity to make the assessment process very relevant to you, and to provide evidence of the depth of your thinking on how and why you go about your coaching as you do.

**An example:** a coach has an element within their Coaching Philosophy that states building trust with their participants is a corner stone to their practice. In their presentation they give examples of how they do this/try to do this. On the practical coaching assessment the assessor is able to link this to what they see them do, and

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<sup>1</sup> See the 'Performance Coach Course Guide' for the British Canoeing Educational Philosophy.

then use this to inform the professional discussion. In the professional discussion, they might explore any challenges/successes with building trust on the day. Such information will form the basis for some feedback from the Assessor to help the coach continue to develop this area of practice (reinforcing things done well, supporting with different things to consider to widen the coaches' repertoire of things to try to achieve and maintain trust).

### **Feedback**

During your online Pre-Assessment Mentor Session you will have the opportunity to explore and discuss your thoughts with the Mentor after your presentation. This is likely to include discussion that will help you continue to develop your Philosophy and how you are able to articulate your thinking.

Discussion time with your practical coaching Assessor will also provide the opportunity to explore and discuss your presentation in the context of your practical coaching that they observe. This could take place before, during or after your coaching sessions.

### **Readiness for Assessment**

During your online Pre-Assessment Mentor session you and the Mentor will also check that you are ready for the practical coaching assessment and help you fine-tune your final preparations. The checklist overleaf will be used as a guide.

Shortly after this mentor session, you will either be given the go ahead to make arrangements for setting up your practical assessment or, if further development is required, a personal action plan will be agreed. The Summary Report from the Mentor will be sent to you and your National Association. You will then be able to complete the Assessment Check In process and work together with your National Association to set up your practical coaching assessment.

The maximum time gap between the Pre-Assessment Mentor Session and practical coaching assessment is 4 months.

## Readiness for Assessment Checklist

Use this checklist to ensure that you have everything in place to be given the go ahead for arranging your practical coaching assessment. The questions will also steer the topics you discuss with your Mentor during the session.

<b>Experience</b>	
Do you have extensive coaching experience working in a full range of different conditions relevant to the award? Can you give examples...	
Do you have experience of coaching an extensive range of technical and tactical topics relevant to the award and to the types/level of performers that you typically coach? Can you give examples...	
Do you have extensive experience utilising a wide range of coaching and leadership strategies relevant to the award and to your coaching scenario/s? Can you give examples...	
<b>Presentation</b>	
Did you introduce yourself clearly in your presentation, providing a brief overview of your current coaching role?	
Is your coaching practice underpinned with a compatible and considered coaching philosophy (compatible with British Canoeing Educational Philosophy and the context in which you are operating)?	
Did you bring to life HOW you go about your coaching practice? Was it clear that this is consistent with your declared values and beliefs?	
Did you clearly explain how external influences affect your coaching practice?	
<b>Coach Developer Touch Points</b>	
Have you completed the required minimum of two Coach Developer touch points?	
Can you explain how you have utilised the support of Coach Developers through your learning journey? Can you explain the topics that you explored with them? What was the most pertinent learning and how have you embedded/developed this learning into your practice?	

<b>Reflection</b>	
Have you shown that you are able to enrich, refine and increase the effectiveness of your coaching practice, and generate/consider alternative approaches to coaching through your reflective skills?	
<b>Preparation for Practical Coaching Assessment</b>	
Have you read the Performance Coach Assessment Guidance?	
Do you have any questions about what the assessment entails?	
Have you planned (or thought about) who you are going to be coaching on your practical coaching? Are they at a suitable level and do they have aims that are compatible with the qualification/assessment requirements?	
Can you explain the final preparations you think you need to do ahead of your practical coaching assessment?	
Do you have all of the Assessment Check In requirements in place?	
<b>Coach Comments</b>	