



*2014 University of Ottawa – Athletics Ontario  
Coaching study*

**Preliminary Results**

**March 2014**

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## **Introduction**

This document presents the preliminary results of the Athletics Ontario Coaching Study, conducted by the University of Ottawa, on behalf of Athletics Ontario, in the winter of 2014.

Basic analyses were conducted on all of the survey data and the results are summarized, by question, in the following document. As discussed, the data from this survey will be incorporated into studies at the University of Ottawa and will eventually be submitted for publication in academic journals. Athletics Ontario will receive copies of all submitted and accepted manuscripts, as they become available.

The objective of this document is to present a summary of the results to Athletics Ontario. It is hoped that after reviewing the document that Athletics Ontario will identify areas within the results where they would like to conduct additional statistical analyses to determine whether there are any patterns or trends. The University of Ottawa will then conduct those analyses and present the results in a final report.

A total of 111 coaches participated in the survey. At various points throughout the survey, coaches ceased to participate and a total of 90 coaches completed the entire questionnaire. The results, by question, are summarized in the following sections.

## Interpreting the Results

The results from all questions are provided. They are presented in one of three formats: frequencies, averages, and qualitative data. In the section below, each type of result is explained in greater detail.

### **FREQUENCIES:**

Each response option is indicated (in bold text) and the number of participants who selected that response is indicated (in regular text). The percentage of participants who selected that response option is indicated in parentheses next to the result. The percentages are based on the number of participants who responded to the question, and not the overall frequencies.

#### **Example:**

#### **How many children do you have?**

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5 or more</b>
78 (14.2%)	38 (6.9%)	253 (46.0%)	129 (23.5%)	41 (7.5%)	7 (1.3%)

For all questions that are presented in frequency format, it is assumed that participants could only select one answer (like the question above). If they were allowed to make multiple selections (like in the example below), it is indicated in the document.

#### **Example:**

#### **As a coach, please indicate which administrative duties you are involved with this season.**

*\* Participants checked all responses that applied.*

<b>None – I don't have administrative duties</b>	114 (20.7%)
<b>Scheduling (informing families)</b>	381 (69.3%)
<b>Out of town travel-related organization</b>	271 (49.3%)
<b>Creating newsletters</b>	104 (18.9%)
<b>Maintaining a website or on-line team resource</b>	93 (16.9%)
<b>Other</b>	62 (11.3%)

### **AVERAGES:**

When appropriate (example: numerical data or scale questions) responses are presented as mean scores (*M*). Each time a mean score is presented, the standard deviation (*SD*) is also included to give an indication on the variability of the responses.

#### **Example:**

#### **SCALE ITEMS**

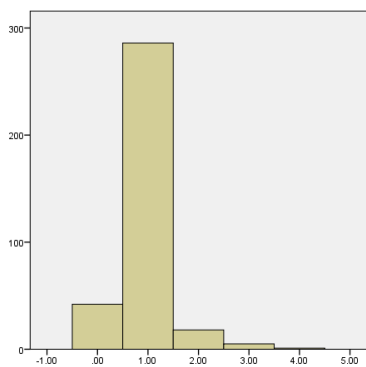
	<b><i>M</i></b>	<b><i>SD</i></b>
<b>The club administration (or executive) has a lot of power over my role as a coach.</b>	3.27	1.86
<b>The parents play an influential role in the administration of my athletes.</b>	3.52	1.88
<b>My athletes are required to abide by very strict club rules.</b>	4.53	1.86

A low standard deviation indicates that most of the responses for a particular question were centered around the mean score for all participants; meaning, all participants selected approximately the same response. A high standard deviation indicates that there was a lot of variability. This variability can take two forms: (1) the scores are equally distributed among all possible responses, or (2) the scores are polarized and the responses fall on different ends of the scale. See below for an example.

#### Low Standard Deviation

Mean = 0.97

SD = .50

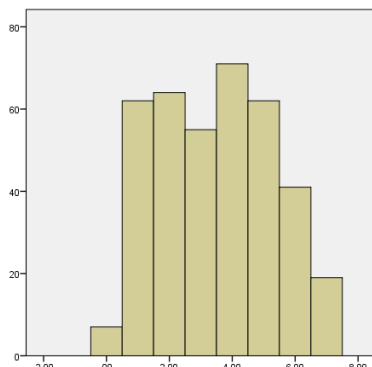


Most scores are located around the average score of 1.

#### High standard deviation

Mean = 3.49

SD = 1.83

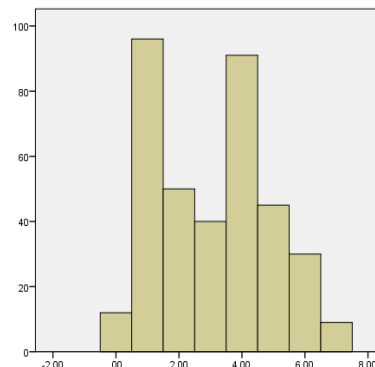


Scores are most scattered across all responses.

#### High standard deviation

Mean = 3.08

SD = 1.81



Scores are distributed mostly on two responses.

### QUALITATIVE:

In some instances, participants were asked to provide comments. In these cases, with the exception of the responses that are directly linked to Athletics Ontario, a summary of the participant responses is provided.

#### Example:

##### Other Sports

*Badminton, ball hockey, baseball, soccer, track and field, volleyball, chess, hockey, cross country, flag football, football, tennis, rugby, golf, lacrosse, rowing, softball, fencing, swimming, curling, boxing, gymnastics,*

For the questions pertaining to the Athletics Ontario, all participant responses are provided in the annex for your reference.

## Survey Results

### 1. DEMOGRAPHIC INFORMATION

#### Coach Gender

<b>Male</b>	<b>Female</b>	<b>Undisclosed</b>
82 (74%)	26 (23%)	3 (3%)

#### Coach Age

<b>Average Age</b>	<b>Minimum/Maximum</b>
50 (SD = 11.99)	22 - 82

#### How long have you been a Canadian Citizen?

<b>All my life</b>	<b>15+ Years</b>	<b>0 – 14 years</b>	<b>Not a Canadian citizen</b>
85 (79%)	18 (17%)	3 (3%)	1 (1%)

#### Highest level of formal education

<b>High School</b>	<b>College</b>	<b>Undergraduate</b>	<b>Masters</b>	<b>PhD</b>
8 (7%)	21 (19%)	55 (50%)	18 (16%)	9 (8%)

#### Primary Occupation:

<b>Administration</b>	<b>Baker</b>	<b>Coach</b>	<b>Construction</b>	<b>Engineering</b>
4 (3%)	2 (2%)	10 (9%)	7 (6%)	6 (6%)
<b>Government</b>	<b>Health Care</b>	<b>Homemaker</b>	<b>Manager</b>	<b>Professor</b>
7 (6%)	4 (4%)	2 (2%)	8 (7%)	5 (5%)
<b>Retired</b>	<b>Retired Teacher</b>	<b>Sales</b>	<b>Self-Employed</b>	<b>Services</b>
10 (9%)	10 (9%)	3 (3%)	2 (2%)	3 (3%)
<b>Sport</b>	<b>Student</b>	<b>Teacher</b>	<b>Youth Worker</b>	
7 (6%)	1 (1%)	18 (16%)	2 (2%)	

## 2. COACHING EXPERIENCE

### Currently, do you coach any sports other sports?

No	Yes
83 (81%)	20 (19%)

#### If yes, which other sports?

*Badminton, baseball, basketball, bowling, chess, field hockey, football, hockey, ringette, skiing, soccer, swimming, triathlon, volleyball, wrestling, etc.*

### In the past, did you ever coach any other sports?

No	Yes
35 (33%)	72 (67%)

#### If yes, which other sports?

*Badminton, baseball, basketball, bowling, chess, cross-country skiing, curling, field hockey, football, golf, gymnastics, hockey, ringette, skiing, soccer, swimming, tennis, triathlon, volleyball, wrestling, etc.*

### What is your combined coaching experience (in years)?

	Average	Minimum	Maximum
Athletics coaching only:	19.21 (SD = 13.81)	2	72
All coaching:	22.73 (SD =14.63)	2	53

### Which of the following statements best describes the reason you began coaching (select one)?

I contacted the club and offered	9 (8%)
The club contacted me and asked me to	12 (11%)
A friend contacted me and asked me to	16 (15%)
There was a shortage of coaches and I offered to help	61 (56%)
I used to participate/compete in my sport and wanted to stay involved	7 (7%)
I wanted to coach my child	3 (3%)

### What is your current coaching role?

Head Coach	Co-Coach	Assistant Coach	Group of Coaches	I do not know
42 (40%)	12 (11%)	21 (19%)	29 (26%)	1 (1%)

**Do you currently get paid to coach (select one)?**

Yes, I am paid for almost all of my coaching responsibilities	10 (9%)
Yes, I am paid for most of my coaching responsibilities	4 (4%)
Yes, I am paid for some of my coaching responsibilities	13 (12%)
No, I am not paid	79 (75%)

**If you are paid for your coaching responsibilities, what percentage of your overall personal income does your coaching revenue represent (select one)?**

I am not paid	Less than 10%	10% - 29%	30% - 49%	...	More than 90%
79 (75%)	13 (12%)	6 (6%)	2 (2%)		5 (5%)

**Have you ever coached your child (select one)?**

Yes, currently	21 (21%)
Yes, in the past, but not now	36 (32%)
No, never	25 (23%)
No, I do not have kids	20 (18%)

**As the coach of your team, please indicate whether you are involved with the following administrative duties:**

<i>* Participants checked all responses that applied.</i>	<b>Answered "Yes"</b>
None – I do not have administrative duties	25 (23%)
Scheduling (informing families of schedules, etc.)	68 (61%)
Out of town travel-related organization	62 (56%)
Creating newsletters	32 (29%)
Maintaining a website or on-line resource page	31 (28%)

**Other administrative duties**

*Accounting, answering emails, award nominations, board of directors, club registrar, collecting fees, director, equipment, facility rentals, fundraising, job references for athletes, maintaining membership lists, officiating, program design, provincial team selection, recruiting, registering athletes into meets, statistics, taking competition photos, uniforms, workouts, etc.*



### 3. COACHING CERTIFICATION

**Did you require any certification to become? Please select all that apply.**

*\* Participants checked all responses that applied.*

**Answered  
“Yes”**

I was required to attend a coaching workshop or training session offered by my club	12 (11%)
I was required to take a coaching course as offered by the National Coaching Certification Program	45 (41%)
I was required to provide proof of first aid training	15 (14%)
I was required to provide proof of a criminal background check	52 (56%)
No certifications were required	33 (30%)
No certification, but some were recommended by my club	17 (15%)

**Other certifications:**

*Attended seminars, helped design NCCP program, helped with timing and other administration, NCCP level 2, NCCP level 3, shadow coaching, Sport and Club Track and Field, USATF level 2, etc.*

**Were there any costs associated with obtaining any of these certifications?**

Not applicable	No	Yes
17 (18%)	18 (19%)	61 (64%)

**Were you reimbursed for any of the money you spent on obtaining certifications (select one)?**

Not applicable	28 (28%)
I was not reimbursed at all	30 (30%)
I was reimbursed for less than half of what I was required to spend	8 (8%)
I was reimbursed for half or more of what I was required to spend	8 (8%)
I was reimbursed in full	27 (27%)

**Additional information on costs and reimbursement:**

*Even though coaches are not required to maintain certain levels of certification, coaches reported spending anywhere between \$30 and \$6000 to maintain their certification. They reported spending between \$500 and \$1500 on their certifications, administrative fees, travel, accommodations, reading materials, etc. In a few cases, the clubs or organizations covered their costs.*

**Are you NCCP trained?**

Yes	No
95 (89%)	12 (11%)

**Please select all of the coach training courses that you have taken:**

\* Participants checked all responses that applied.

	<b>Answered “Yes”</b>
NCCP: Making Ethical Decisions	26 (23%)
NCCP: Intro to Competition Part A	17 (15%)
NCCP: Intro to Competition Part B	16 (14%)
Sport Coach – Trained	21 (19%)
Sport Coach – Evaluated/Certified	9 (8%)
Club Coach –Trained	21 (19%)
Club Coach – Evaluated	9 (8%)
NCCP: Competition Development – Coaching and Leading Effectively	23 (21%)
NCCP: Competition Development – Managing Conflict	10 (9%)
NCCP: Competition Development – Developing Athletic Abilities	14 (13%)
NCCP: Competition Development – Prevention and Recovery	12 (11%)
NCCP: Competition Development – Psychology of Performance	10 (9%)
NCCP: Competition Development – Doping Prevention	11 (10%)
NCCP: Level 1 Theory	51 (46%)
NCCP: Level 1 Technical	53 (48%)
NCCP: Level 1 Practical	44 (40%)
NCCP: Level 2 Theory	43 (39%)
NCCP: Level 2 Technical	50 (45%)
NCCP: Level 2 Practical	42 (38%)
NCCP: Level 3 Theory	41 (37%)
NCCP: Level 3 Technical	44 (40%)
NCCP: Level 3 Practical	42 (39%)
NCCP: 4 & 5 Tasks	20 (18%)
I don’t know	8 (7%)
None	8 (7%)

**Irrespective of whether you have taken a National Coaching Certification Program (NCCP) course before (or not) – do you intend to take an NCCP course in the future?**

No, definitely not	No, probably not	Undecided	Yes, probably	Yes, definitely
5 (5%)	30 (28%)	29 (27%)	24 (22%)	20 (19%)

**Please list any topics that you would like to see covered in future coach training sessions.**

**SUMMARY:** More specialized training on specific events (hammer, hurdles, mid-distances, etc.). Technology and data management. Life skills and lessons for athletes. LTAD. Specific age groups (young athletes and masters). Event organization. Networking. Athlete motivation. Access to expert coaches (for new coaches). Periodization. Sport psychology. Sport-specific analysis.

**Outside of the NCCP programs, have you done any other formal coach training?**

<b>Yes</b>	<b>No</b>
48 (48%)	53 (52%)

**Please list any other formal training you have taken.**

***SUMMARY:** Coaches cited training outside of Canada; mentorship programs or opportunities with other coaches; seminars, workshops, and conferences; and training through other sports.*

#### 4. LONG TERM ATHLETE DEVELOPMENT (LTAD) MODEL

**My awareness of Sport Canada’s Long Term Athlete Development (LTAD) Model is best described as (select one):**

I’ve never heard of it.	10 (10%)
I’ve heard of it, but don’t really know what it’s about.	14 (14%)
I’ve heard of it and am somewhat familiar with the principles.	23 (23%)
I’ve heard of it and am very familiar with the principles.	18 (18%)
I’ve heard of it and implement the principles into my coaching.	35 (35%)

**According to the Long Term Athlete Development (LTAD) stages, what kind of athletes do you currently coach? (Please select all that apply).**

*\* Participants checked all responses that applied.*

	<b>Answered “Yes”</b>
Active Start	9 (8%)
FUNDamentals	17 (15%)
Learning to Train	33 (30%)
Training to Train	36 (32%)
Training to Compete	66 (60%)
Training to Win	56 (51%)
Active for Life	16 (14%)
I’m not familiar enough with these groups to know for sure	15 (14%)

## 5. YOUR ATHLETES

Consider the following groups of athletes:

*Recreational:* Young and beginner athletes. Coach role is to introduce the athletes to the fundamentals of sport and to ensure they have a good time. On average, these athletes participate 1 -2 times per week.

*Developmental:* Athletes who have begun specializing in their sport. The athletes at this level were selected following a tryout session, or after meeting a minimum skill standard. These athletes train multiple times per week and are actively competing in their sport.

*Elite:* The best athletes. These athletes are at the top of their field (for their age group) and train at a high level, multiple times per week. These athletes are competing at the provincial, national, and international level.

### Which level of athletes do you work with primarily?

	Recreational	Developmental	Elite
Currently, my athletes are primarily at this level:	11 (16%)	32 (29%)	36 (32%)
Over the course of my coaching career, my athletes have been primarily at this level:	18 (16%)	46 (41%)	33 (30%)

### How many athletes do you coach this season?

Average	Minimum/Maximum
19.74 (SD = 17.20)	3 - 100

### How old are the athletes you work with?

Average Age	The Youngest	The Oldest
19.09 (SD = 7.72)	13.89 (SD = 5.26)	28.28 (SD = 15.41)

## 6. REASONS FOR COACHING

This section evaluated coach motivation. Coaches were asked to indicate the extent to which they agreed or disagreed with the following statements about why they are presently involved in coaching, using the scale below.

QUESTIONNAIRE ITEM	Scale							M	SD
	1	2	3	4	5	6	7		
Because I find it stimulating								6.27	0.91
Because I get a good feeling out of it								6.48	0.91
Because I enjoy the effort I invest								6.24	0.96
Because I enjoy the interaction I have with athletes								6.66	0.68
Because coaching is fundamental to who I am								5.69	1.63
Because coaching is integral to my life								6.54	1.62
Because it personifies my values and beliefs								5.87	1.55
Because it contributes to my development as a person								5.51	1.61
Because it is moving me toward my personal goals								4.01	2.15
Because it allows me to achieve my personal goals								3.36	2.08
Because I don't want to let my athletes down								4.91	2.11
Because if I quit it would mean I had failed								1.64	1.35
Because I feel responsible for the athletes' performance								4.80	1.92
Because I feel pressure from myself to win								2.09	1.68
To be respected by others								2.87	1.79
To get recognition from others								2.21	1.53
Because I want to be appreciated by others								2.65	1.62
Because I like extrinsic rewards (i.e. money) associated with winning								1.38	1.06
I often think my coaching efforts are a waste of time								1.64	1.25
Sometimes I don't know why I coach anymore								1.86	1.66
Sometimes I feel the costs outweigh the benefits								2.87	2.06
Sometimes I question my desire to continue coaching								2.48	1.93

McLean, K., Mallet, C., & Newcombe, P. (2012). Assessing Coach Motivation: The Development of the Coach Motivation Questionnaire (CMQ). *Journal of Sport & Exercise Psychology, 34*, 184-207.

## 7. YOUR FEELINGS WHEN YOU COACH

In this section, we evaluated how coaches feel when they are working in their sport.

QUESTIONNAIRE ITEM	Scale							M	SD
	Do Not Agree	2	3	Somewhat Agree	5	6	Completely Agree		
	1			4			7		
I feel prevented from making choices with regard to the way I coach.								1.62	1.28
I feel pushed to behave in certain ways.								1.99	1.52
I feel forced to follow coaching decisions made for me.								1.62	1.08
I feel under pressure to agree with the coaching regime I am provided.								1.63	1.28
Situations occur in which I am made to feel incapable.								1.92	1.59
There are times when I am told things that make me feel incompetent.								1.81	1.40
I feel I am rejected by those around me.								1.30	0.75
I feel others can be dismissive of me.								2.11	1.58
I feel other people dislike me.								1.63	1.19
I feel other people are envious when I achieve success.								2.79	1.95
I feel like I can make a lot of inputs to deciding how my coaching gets done.								6.32	1.02
I really like the people I work with.								6.30	1.11
People tell me I am good at what I do.								5.85	1.27
I get along with people.								6.29	0.84
I am free to express my ideas and opinions.								6.27	1.17
I consider the people I work with to be my friends.								5.72	1.45
I have been able to learn interesting new skills.								6.08	1.20
Most days, I feel a sense of accomplishment from coaching.								6.40	0.71
My feelings are taken into consideration.								4.79	1.80
When I coach, people care about me.								4.82	1.70
I feel like I can pretty much be myself.								6.37	1.14
People are pretty friendly towards me.								6.08	0.99

Bartholomew, K., Ntoumanis, N., Ryan, R., & Thorgensen-Ntoumani, C. (2011). Psychological Need Thwarting in the Sport Context: Assessing the Darker Side of Athletic Experience. *Journal of Sport & Exercise Psychology, 33*, 75-102.

Deci, E. L., Ryan, R. M., Gagné, M., Leone, D. R., Usunov, J., & Kornazheva, B. P. (2001). Need satisfaction, motivation, and well-being in the work organizations of a former Eastern Bloc country. *Personality and Social Psychology Bulletin, 27*, 930-942.

## 8. YOUR INTERACTIONS WITH YOUR ATHLETES

In this section, we evaluated how coaches report that they interact with their athletes.

Do Not Agree		Somewhat Agree			Completely Agree	
1	2	3	4	5	6	7

### WHEN I AM WITH MY ATHLETES...

QUESTIONNAIRE ITEM	<i>M</i>	<i>SD</i>
Give them the freedom to make their own choices.	5.96	1.17
Support their decisions.	6.20	1.04
Support the choices they make for themselves.	6.04	1.20
Encourage them to make their own decisions.	6.32	1.02
Pressure them to do things my way.	2.51	1.59
Impose my opinions on them.	2.15	1.45
Pressure them to adopt certain behaviours.	2.59	1.79
Limit their choices.	2.10	1.50
Encourage them to improve their skills.	6.84	0.40
Provide valuable feedback.	6.54	0.79
Acknowledge their ability to achieve their goals.	6.71	0.57
Tell them that they can accomplish things.	6.71	0.67
Point out that they will likely fail.	1.45	1.17
Send them the message that they are incompetent.	1.21	0.94
Doubt their capacity to improve.	1.43	1.21
Question their ability to overcome challenges.	1.89	1.52
Am interested in what they do.	6.73	0.54
Take the time to get to know them.	6.53	0.71
Honestly enjoy spending time with them.	6.60	0.98
Relate to them.	6.27	0.85
Do not comfort them when they are feeling low.	1.57	1.23
Am distant when we spend time together.	1.60	1.26
Do not connect with them.	1.48	1.33
Do not care about them.	1.10	0.52

Rocchi, M., Cheung, S., Baxter, D., Beaudry, S., & Pelletier, L. (2014). The interpersonal behaviours questionnaire. *Manuscript under preparation. University of Ottawa.*



## 9. COACHING CHALLENGES

In this section, coaches were asked to indicate which factors act as challenges or obstacles for them. The following scale was used:

This is not an obstacle		This is somewhat of an obstacle			This is a huge obstacle	
1	2	3	4	5	6	7

QUESTIONNAIRE ITEM	<i>M</i>	<i>SD</i>
Finding time (Finding enough time to get done what is needed to be a coach).	3.98	2.09
Accessing coach learning opportunities (ability to take coach learning courses/clinics).	3.22	2.05
Creating coach learning opportunities (reading books, online material, consulting with other coaches etc.).	2.73	1.99
Access to mentors.	3.27	2.25
Resources for my team (accessing money to operate our team/attend events, etc.)	3.87	2.22
Buy-in from parents.	2.37	1.83
Buy-in from athletes.	2.18	1.65
Accessing adequate practice facilities.	4.05	2.25
Support from club/league/association administrators.	2.39	1.94
Support from other club coaches.	2.80	2.07
Sport specific knowledge as a coach.	2.27	1.79
Administrative/organizational skills required to be a coach.	2.20	1.70
Coordinating travel (transportation/accommodation/meals planning, etc.)	3.06	1.97
Financial commitments (all personal costs associated with coaching).	4.08	2.14
Competitive environment (pressure from parents, pressure from club, player attitude).	2.25	1.58

## 10. ATHLETICS ONTARIO

In this section, coaches were asked to indicate the extent to which they agreed with the statements below about the Athletics Ontario website.

Do Not Agree		Somewhat Agree			Completely Agree			
1	2	3	4	5	6	7	<i>M</i>	<i>SD</i>
The coach registration process was simple.							5.54	1.60
The information on the website is useful.							5.29	1.59
I have no difficulty uploading results to the website.							4.91	2.08
The team registration process was simple.							5.44	1.53
There should be more technical information on coaching.							5.26	1.91
I consult the website for meet information.							6.02	1.57
I consult the website for team results.							5.23	2.08

### Do you have any additional comments about the Athletics Ontario website?

**SUMMARY:** Overall, some coaches indicated that they liked the new website, while some others reported having some issues. The main issues that were highlighted touched upon results, registration, and navigation.

*Results:* The Athletics Canada and Ontario sites are out of sync. Race results are slow to be released on the website, especially compared to other websites like Trackie and specific club websites. The ranking lists are not up to date.

*Navigation:* The location of certain content on the website is not intuitive, which makes things difficult to find unless you explore lots of different link combinations. In some sections, the content has not fully migrated from the old website.

*Registration:* The meet registration process is difficult to understand.

*Future Suggestions:* It was suggested that results from previous years should be archived and accessible in subsequent years.

### Do you plan to coach next season?

Yes	No	No Response
83 (75%)	3 (2%)	25 (23%)