



REPORT FOR VALÉRIA COACH

WHAT IS THE PCQ?

WHAT IS THE PCQ?

The Profileo Coach Questionnaire (PCQ) is a self-assessment questionnaire of leadership skills for **elite-level coaches**. It measures **8 leadership skills**. The PCQ was developed with the help of 50 elite-level coaches and experts in sports psychology and psychometrics.

IN WHAT CASES SHOULD THE PCQ BE USED?

The use of the PCQ is recommended in the following situations:

- **Development** of coaching skills (training; coaching)
- **Recruitment** and selection of coaches
- **Career reorientation** services for coaches

PRECAUTIONS

- The PCQ may only be used by individuals working in the field of sports who have been specifically **trained** in its use.
- The results of the PCQ are valid for a period of **24 months**: beyond this period, it is recommended that the questionnaire be administered again in order to ensure a valid profile.
- If the PCQ is used for the purposes of recruiting and selecting coaches, we recommend using it in conjunction with **other assessment methods** (e.g. interviews and simulation exercises).
- This report is **confidential**. It is intended only for the individual(s) in charge of the assessment process and the coach himself/herself. Sport Profileo is not responsible for the way in which these recipients use the report.
- The information in this report may be of a **sensitive** nature and must be stored in a safe location.

INTERPRETING THE REPORT

STRUCTURE OF THE REPORT

The report contains two sections:

- A **global profile** providing an overview of the coach's leadership style.
- A **detailed profile** that sets out all the results for each skill.

INTERPRETING THE SCORES

In this report, scores are presented on a **scale of 1 to 10**.

These scores are not grades but indicate how the individual responding to the assessment compares to a population of elite-level coaches.

- A score **between 1 and 3** means that he or she draws **less** on the skill in question than other elite-level coaches.
- A score **between 4 and 7** means that he or she draws **as much** on the skill as other elite-level coaches.
- A score **between 8 and 10** means that he or she draws **more** on the skill in question than other elite-level coaches.

The reference population used for this report is: PCQ Norm 2022

INTERPRETING THE INDICES

There are many ways to answer a self-assessment questionnaire. Two indices provide information on the way in which the coach completed the questionnaire in comparison to others:

- **The coherence index** indicates the extent to which the individual answering the questionnaire has communicated a **clear and consistent picture** of his/her leadership skills. The closer the indicator is to 10, the more the coach has provided a clear and consistent image of how he or she operates through his/her answers to the questionnaire.
- **The positivity index** indicates the extent to which the individual has communicated a **positive image** of his/her skills. The closer the indicator is to 10, the more the coach has provided a positive image of how he or she operates through his/her answers to the questionnaire.

GLOBAL PROFILE

SKILLS	DEFINITIONS	1	2	3	4	5	6	7	8	9	10
WORK AS A TEAM	Request and take into consideration the opinions of athletes and those one works with. Build harmonious relationships with other people.				●						
ANALYZE	Analyze the behaviors and performance of athletes, competitors and other coaches. Identify the precise weaknesses and strengths of each individual.	●									
PROVIDE SUPPORT	Take the time to listen to athletes. Provide them with help when they experience difficulties. Encourage them and validate their efforts and success.								●		
HOLD ATHLETES TO A HIGH STANDARD	Demonstrate a high level of standards for athletes in order to improve their performance.							●			
MAKE DECISIONS AND LEAD	Take important decisions, including in emergency situations or when there is a lack of consensus. Give clear, precise instructions. Set working rules and enforce those rules.								●		
COMMUNICATE	Communicate in a clear and impactful way to different audiences, including athletes, the media and one's employers.								●		
DEMONSTRATE AMBITION	Set particularly ambitious goals for oneself. Constantly strive to innovate and improve one's coaching practices. Be highly invested in one's missions.									●	
MANAGE ONE'S EMOTIONS	Trust in one's abilities. Show a lot of composure in high-pressure situations. Remain calm with other people.								●		

Coherence index: 7 / Positivity index: 7

WORK AS A TEAM

Request and take into consideration the opinions of athletes and those one works with. Build harmonious relationships with other people.

SCORE

This score means that the coach has indicated that he/she draws **slightly less** on this skill than other elite-level coaches.

4

RESPONSES TO ITEMS

ITEM	RESPONSE
I very often ask others for feedback on my behaviors and performance as a coach.	Agree
I very frequently seek input from other coaches.	Slightly agree
I very often ask athletes for their opinion before making an important decision.	Slightly agree
I actively seek to build harmonious relationships with my employers.	Neither agree nor disagree
I very frequently ask for advice or help outside my organization.	Neither agree nor disagree
I delegate as many decisions as possible to athletes.	Slightly disagree
I do everything I can to avoid conflict with others.	Slightly disagree
I actively look for compromises in order to satisfy as many people as possible.	Disagree

MAKE DECISIONS AND LEAD

Take important decisions, including in emergency situations or when there is a lack of consensus. Give clear, precise instructions. Set working rules and enforce those rules.

SCORE

This score means that the coach has indicated that he/she draws **more** on this skill than other elite-level coaches.

8

RESPONSES TO ITEMS

ITEM	RESPONSE
I set very precise working rules for athletes.	Strongly agree
I firmly remind any athletes who fail to comply with the collective working rules of their obligation to do so.	Strongly agree
Making decisions in the heat of the moment is very easy for me.	Agree
I am perfectly capable of making decisions that athletes do not like.	Agree
I have no qualms about implementing a decision to select or dismiss an athlete.	Slightly agree
I give very precise instructions to the professional staff working with my athletes.	Slightly agree
I know how to make extremely difficult choices regarding the management of athletes.	Slightly agree
I firmly remind athletes of their obligation to comply with the instructions given in training or competition in case of con-compliance.	Slightly agree



SPORT 
PROFILEO

WWW.SPORTPROFILEO.COM