



REPORT FOR LAURA COACH

WHAT IS THE PCQ?

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The Profileo Coach Questionnaire (PCQ) is a self-assessment questionnaire of behavioral skills for elite-level coaches. It measures 7 behavioral skills. The PCQ was developed with the help of elite-level athletes and coaches as well as 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 transition 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 securely.

INTERPRETING THE REPORT

STRUCTURE OF THE REPORT

The report contains two sections:

- A global profile providing an overview of the coach's behavioral 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 ranging from 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: Global Norm, 2025

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 behavioral 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

SKILL	DEFINITION	1	2	3	4	5	6	7	8	9	10
LEADING	Making decisions in difficult contexts. Establishing a working framework and ensuring it is respected.				●						
DEMONSTRATING OPENNESS	Being open to others' ideas and willing to question his/her own coaching practices.						●				
DRIVING ATHLETES' PROGRESS	Helping athletes to progress and surpass themselves.							●			
PROVIDING SUPPORT	Focusing on athletes' needs, praising them and reinforcing their value.						●				
FOSTERING TEAM COHESION	Fostering the social cohesion of the sports group.								●		
FOCUSING ON GOALS	Setting ambitious and relevant goals. Putting in the effort required to achieve them.							●			
MANAGING ONE'S EMOTIONS	Regulating his/her emotions in potentially stressful situations.			●							

Coherence index: 7 / Positivity index: 6

FOSTERING TEAM COHESION

Fostering the social cohesion of the sports group.

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 work to ensure that there are no cliques within the group of athletes.	Strongly agree
I encourage athletes to share moments of togetherness.	Strongly agree
I take initiatives to foster a positive atmosphere among athletes.	Strongly agree
I make sure that athletes properly integrate new teammates.	Agree
I make sure that everyone respects the group's code of conduct.	Agree
I step in to ease tensions between athletes.	Agree
I ensure that athletes get along well.	Agree

MANAGING ONE'S EMOTIONS

Regulating his/her emotions in potentially stressful situations.

SCORE

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

3

RESPONSES TO ITEMS

ITEM	RESPONSE
I manage my emotions well when leading a training session.	Neither agree nor disagree
I manage my emotions well during competitions.	Slightly disagree
I am able to turn pressure into positive energy for myself and those around me.	Slightly disagree
I handle stressful situations calmly.	Slightly disagree
I keep a cool head, even in difficult sporting situations.	Slightly disagree
I handle pressure well.	Slightly disagree
I am good at regulating my emotions after a competition.	Slightly disagree



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