



BETTER ATHLETES
BETTER PEOPLE

Prospective Trainer FAQ

1. What is a Positive Coaching Alliance (PCA) Trainer?

PCA Trainers facilitate on-site interactive workshops for coaches, parents, athletes and leaders of youth sports organizations and schools. PCA Trainers embody the Double-Goal Coach® philosophy – winning is important but teaching life lessons is more important.

2. What type of background does a typical PCA Trainer have?

It is desirable for PCA Trainer candidates to combine significant exposure to the youth and high school sports world with substantial success coaching at the collegiate, international or professional level.

All PCA Trainers must have:

- 3+ years of coaching experience, preferably at the high school level or above.
- Excellent listening skills.
- Excellent public speaking and group facilitation skills.
- An ability to engage and connect with various audiences.
- Strong organizational and time management skills.
- Energy, enthusiasm, and a sense of humor.
- A strong belief in positive coaching.
- Availability to conduct workshops on weeknights, weekends and sometimes during weekday mornings and afternoons.
- Your own laptop, Microsoft PowerPoint software, smartphone, email account, and access to the Internet.
- Must participate in all mandatory PCA Certified Trainer continuing education.
- Must be reliable!

In addition, many PCA Trainers (some but not all):

- Have experience coaching multiple sports.
- Played high school, collegiate and or professional sports.
- Teach at the collegiate or high school level (athletic directors, sport psychology professors, etc.).
- Have a background in corporate training.
- Have attended multiple PCA workshops as a participant and/or observer.
- Have strong technology experience, especially working with PowerPoint.

The top three (but not only) qualities that we cannot have in a trainer:

- Unreliable.
- Boring.
- Arrogant.

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Prospective Trainer FAQ, continued

3. What are the hours? Is this a full-time job?

The role of a PCA Trainer is a part-time position. Trainers must be able to deliver a minimum of 12 two-hour workshops, usually nights and weekends, per year (avg. of one per month).

When asked to lead a workshop, the Trainer decides whether or not he/she can accept the assignment. In this way, Trainers have complete control over their own schedules. Our typical, active Trainer leads one to three workshops per month, depending on the workshop demand in his/her geographic area.

4. What is the process for initial Trainer certification?

- A** Candidate submits a completed Trainer Application Form and resume to PCA's National Director of Training (NDT). The NDT notifies candidate whether or not PCA feels they have the experience, skills and qualities we are looking for, and whether we have a current need for a trainer in their location.
- B** Candidate does a 5-minute Trainer audition via Google Hangout with the NDT.
- C** Candidate completes PCA's Double-Goal Coach: Coaching for Winning and Life Lessons on-line course, including test.
- D** Candidate reads *The Power of Double-Goal Coaching* and participates in a phone quiz with the NDT.
- E** Candidate is invited to participate in PCA's remote learning 6-week Trainer-Training Course.
- F** Upon successful completion of the remote learning course, candidate becomes an Associate Trainer and facilitates part of a workshop along with a Certified (Mentor) Trainer. This step may be repeated as deemed necessary by NDT and Local Chapter Lead Trainer.
- G** Local Chapter Lead Trainer or Mentor Trainer makes recommendation to NDT as to whether the Associate Trainer should be certified. If the NDT grants certification, National Trainer Manager notifies the candidate and the Local Chapter Staff of the certification and initiates the Trainer On-boarding process.

5. How long does the process take to become a PCA Trainer?

This varies greatly depending on many factors, including:

- how quickly the candidate completes steps A-D above,
- the timing in relation to the start of the next 6-Week Trainer Training Course (offered three times annually),
- and, once an Associate Trainer, the level of local workshop activity and candidate's availability to co-facilitate at workshops.

The Training Department's goal is to make it possible for a candidate to be certified in three months, although this is influenced by the factors above, some of which are not under the control of the candidate.

6. Where are you looking for PCA Trainers?

Currently, we most actively seek trainers in Atlanta, Central Texas, Chicago, Cleveland, Colorado, DC Metro Area, the greater NY Metro Area (including Pennsylvania), Hawaii, Houston, Minnesota, New England, North Texas, Phoenix, Portland, Sacramento, Seattle, SF Bay Area, Southern California, and Tampa Bay. In addition, we always seek trainers who speak Spanish.

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Prospective Trainer FAQ, continued

7. What do I need to provide and what will be provided for me by PCA?

Trainers need to have access to a laptop computer and any adapters necessary to connect it to a standard LCD projector. PCA will provide you access to an LCD projector, if you do not already have one available.

8. What does a PCA Trainer get paid?

PCA Trainers are initially paid \$150 per workshop and the pay scale slides up over time, increasing based on the number of workshops a Trainer conducts. PCA will also reimburse Trainers for certain expenses such as mileage.

9. How can I become a PCA trainer?

If you are interested in becoming a PCA trainer, please submit a completed Trainer Application Form to the National Director of Training, Ruben Nieves (ruben@positivecoach.org). The Trainer Application Form is available at <http://www.positivecoach.org/our-story/work-at-pca/>

10. Can I help in ways other than being a trainer?

We realize that the Trainer role may not be ideal for everyone. We also recognize that there are a lot of dedicated, passionate, and skilled people who can help our organization in other ways. Please visit www.positivecoach.org to:

- Refer a Youth Sport Organization and or school to partner with PCA.
- Join the PCA e-mail list and receive the latest PCA news and updates.
- Donate! Join the thousands who have helped support our non-profit organization.
- Buy a book and learn more about using Positive Coaching to make a difference!
- Utilize and share the thousands of free tools and resources at devzone.positivecoach.org

You can also:

- Help us find qualified trainers to spread our message (send all referrals to ruben@positivecoach.org)

Most importantly, be a positive coach, parent, or leader. Our mission depends on people like you to help us create a social epidemic of positive coaching. Thank you for your support!