

COACHING, TRAINING and INSTRUCTING

Discussion of the definitions, advantages and disadvantages of “Coaching”, “Training” and “Instructing” – to help you be aware of what it is you’re actually doing.

COACHING

“helping people learn & improve themselves:

- understand strengths/weaknesses
- organise training sessions
- active listening/questions”

+ve	-ve
creates development opportunities	difficult to cope with big numbers ie. classes of 28+
person-centred so more chance of long-term development	very resource-intensive – requires high coach/athlete ratio
learning by doing	risk of falling into teaching/instructing mode if poor feedback from athletes
you’re in charge of your learning – better motivated?	beginners do not know enough to identify own strengths & weaknesses
needs to be interesting	often difficult to achieve in short timespan with limited sessions
includes whole life-style, not just the sport	need to show/demo at times to get over point rather than self-discovery so instructing needed
individual/person-centred	with a large group, it’s hard to meet everyone’s needs
athlete guided to identify own needs	can be repetitive (=boring)
personal relationships motivate hugely	need to consider the whole person – takes time to build relationship for that to be effective
can be as needed for individuals within session to support or stretch	questioning and listening skills need to be practised in order to be useful to athlete
excellent for long term improvement	

TRAINING

- “Physical – cardiovascular, stamina, strength, flexibility. Structured programme, progressive.
- Technical – specific techniques, step system, skills, practice”

+ve	-ve
allows progressive improvement	physical training challenging to plan for alongside technical in time available - specific to orienteering in quick blast time table (6-7 weeks per year)
useful to focus attention back onto basics	over focus can mean never take time out to reflect and improve
can do it with little preparation by yourself	training without coaching may be mis-directed
personalised	has to be athlete driven
builds in physical aspect in a structured way	does not meet individual athlete needs

INSTRUCTING

“clear imparting of information with a specific goal in mind; could include practical demonstration. Tutor-led.”

+ve	-ve
good for specific technical information that is new	passive way to learn – no learner responsibility
good for teaching basics	no feedback if don't understand
good opportunity for learning new techniques	not person-centred so short-term learning only if not reinforced
cope with large numbers	athlete being told what to do – potential for one way only
specific advice – eradicate errors	may override athlete needs
	difficult to cope with different standards or rates of progress
	difficult to instruct numbers outside due to weather etc.
	doesn't give opportunity to practise (unless build into approach eg. now do x y z