



Appendix 4 - Values-based questions (examples)

Question	Value
a. Tell us about a time when your trustworthiness was challenged. How did you react/respond?	Accountable
b. Give a specific example of a time when you had to address an angry player/parent/official. What was the problem and what was the outcome? How would you assess your role in diffusing the situation?	Approachable
c. Tell us about a time when you felt compelled to immediately address a difficult situation when others wouldn't. (You had to do the right thing.)	Accountable
d. What would you do if a player came to you with an issue you didn't know how to address?	Accountable
e. How would you handle a situation where you made a big mistake, but you were the only one who knew about it?	Accountable
f. How would you represent this club/league in a positive way?	Empowering
g. What qualities do you feel make strong, healthy relationships?	Approachable
h. What are your most important values?	All 4 values
i. What excites you about working with children and young people in football? Followed by: Why does this role appeal to you?	Empowering
j. What have you done to find out about working with children and young people? Followed by: What is the most surprising thing you have learned? Followed by: What challenges do you think there would be? Followed by: What rewards do you think there would be? Followed by: What parts do you think you would most enjoy?	Empowering
k. What challenges do you think you will face in working with a diverse population?	Inclusive
l. How would you handle a situation in which someone made a sexist, racist, homophobic or otherwise offensive remark?	Inclusive
m. Please give an example of a situation where you've spoken up because you had concerns. What was the outcome? How did you feel about making a stand and about the outcome? What did you learn from this about yourself?	Accountable
n. Can you give an example of where your understanding of what another person may be going through has helped you to develop your compassion for that person?	Approachable
o. Tell me about a situation where it was important that you worked as part of a team. Why was this important? What was your exact role in the team? What was the result of having a team approach?	Approachable/ Inclusive
p. Tell me about a time when you have 'gone that extra mile' at work. What was the task? What was the outcome?	Empowering
q. Give me an example of a time when you were particularly perceptive regarding a player's feelings and needs?	Inclusive
r. How would you respond to a conversation between colleagues/spectator/parent that was clearly offensive to others?	Inclusive
s. Tell me about a time when you felt compelled to express an unpopular viewpoint to maintain your integrity. Followed by: What happened? What did you say and how did you say it?	Accountable/ Empowering
t. Leaders often have opportunities to foster positive relationships. Give me an example of a time when you did this.	Approachable
u. What does it mean to you for a club/league to be inclusive?	Inclusive
v. A new individual(s) arrives at the club/league and you don't get introduced, what would you do?	Approachable