

MENTORING FUNCTIONS FOUND USEFUL WITH NATIONAL STRENGTH AND CONDITIONING ASSOCIATION REGISTERED STRENGTH AND CONDITIONING COACHES.

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Introduction

To determine which career (sponsorship, exposure-and-visibility, coaching, protection, challenging assignments) and social support (role modeling, acceptance-and-confirmation, counseling, friendship) mentoring functions were found most utilized and beneficial with Registered Strength and Conditioning Coaches (RSCC) within the NSCA.

Methodology

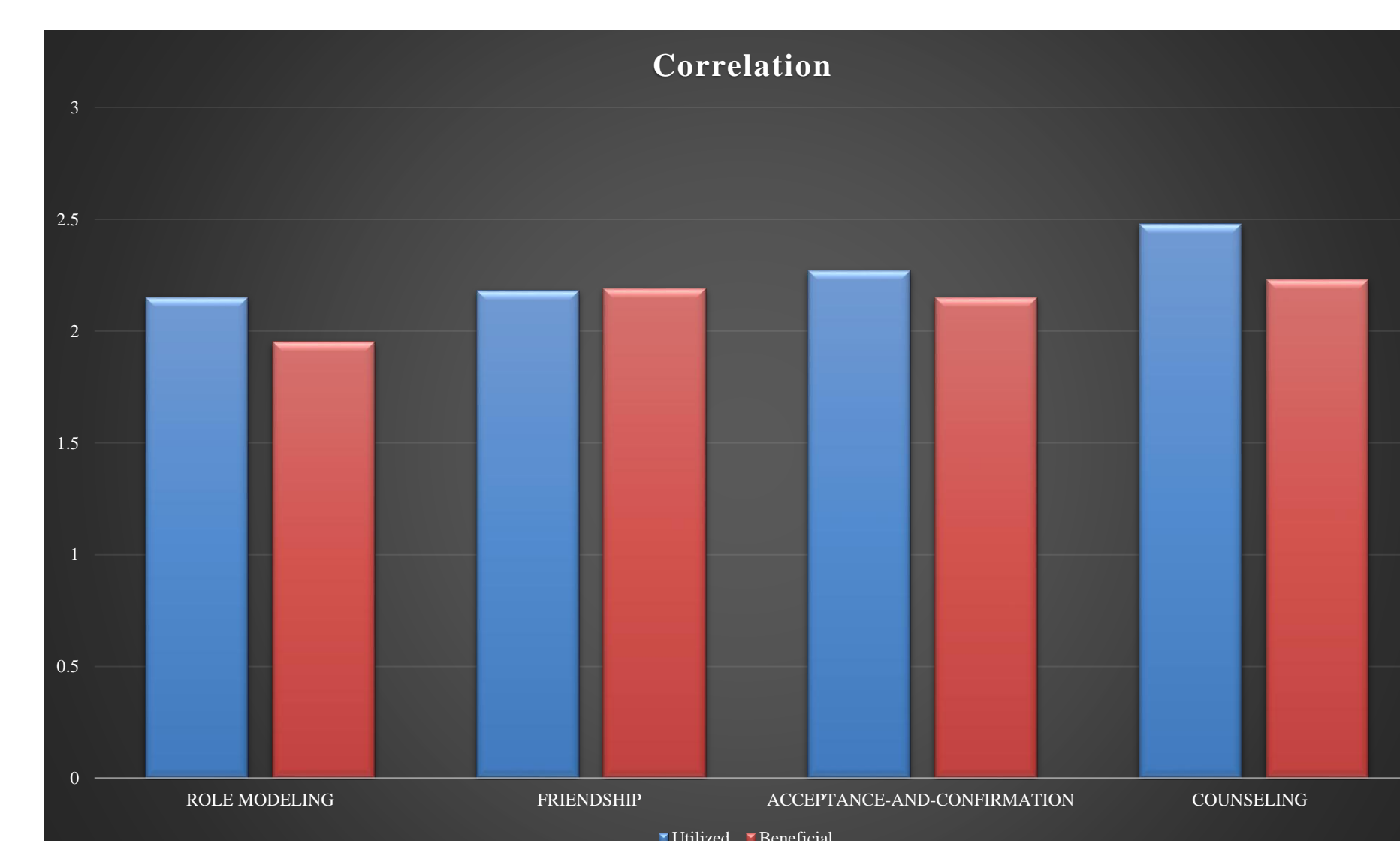
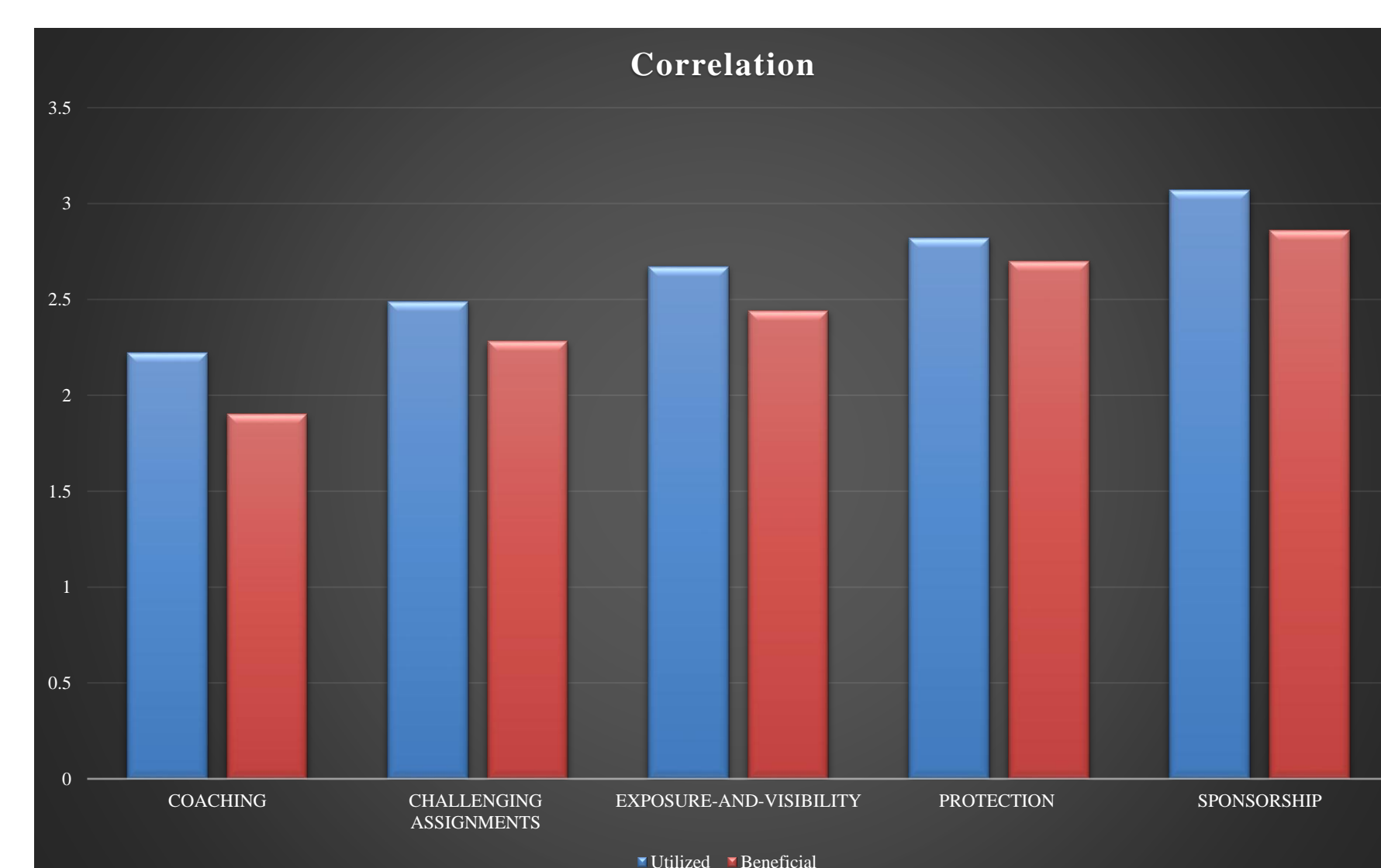
Survey questions examining the utilization and benefit of career and social mentoring functions were distributed to RSCC's. Each question sought to examine which of the five career mentoring functions and four social support mentoring functions were most utilized and, subsequently, most beneficial to strength and conditioning coaches' development while first beginning their careers.

	Always Utilized	Often Utilized	Sometimes Utilized	Seldom Utilized	Never Utilized	Weighted Average
SPONSORSHIP	14.49%	22.83%	26.45%	13.41%	22.83%	3.07
EXPOSURE-AND-VISIBILITY	19.93%	30.07%	24.64%	13.41%	11.96%	2.67
COACHING	35.16%	32.23%	16.85%	6.59%	9.16%	2.22
PROTECTION	18.48%	26.81%	25%	14.13%	15.58%	2.82
CHALLENGING ASSIGNMENTS	24.73%	34.18%	19.64%	9.82%	11.64%	2.49

	Extremely Beneficial	Moderately Beneficial	Somewhat Beneficial	Slightly Beneficial	Not at All Beneficial	Not Utilized	Weighted Average
SPONSORSHIP	32.55%	21.96%	14.90%	7.45%	3.92%	19.22%	2.86
EXPOSURE-AND-VISIBILITY	42.35%	21.57%	13.73%	7.06%	2.35%	12.94%	2.44
COACHING	62.60%	16.14%	7.87%	3.54%	1.97%	7.87%	1.90
PROTECTION	32.94%	24.31%	16.86%	6.27%	4.71%	14.90%	2.70
CHALLENGING ASSIGNMENTS	47.06%	21.57%	12.55%	4.71%	3.53%	10.59%	2.28

Results

Of the career mentoring functions, coaching (being taught the "ropes" and being given relevant feedback to improve performance and potential) and challenging assignments (supporting assignments that stretch knowledge and skills in order to stimulate growth and move forward) were predominately reported as either always utilized (35.16% and 24.73% respectively) or often utilized (32.23% and 34.18% respectively). Regarding career mentoring functions deemed as most beneficial, coaching and challenging assignments were reported as either extremely beneficial or moderately beneficial (67.39% and 58.91% respectively). Of the social mentoring functions, 72.58% of respondents reported role modeling (the behaviors, attitudes, and/or skills that your mentor(s) demonstrated that aid in you achieving competence, confidence, and a clear professional identity) being either always utilized (36.69%) or often utilized (35.89%) while 68.96% reported acceptance-and-confirmation (ongoing support, respect, and admiration that strengthens self-confidence and self-image) being either always utilized (28.23%) or often utilized (40.73%) and 68.82% reported friendship (the mutual caring that extends beyond the daily work environment; experiences that occur outside the work setting are shared with one another) being either always utilized (38.46%) or often utilized (30.36%). Conversely, of the social support mentoring functions found most beneficial, a cumulative 78.53% reported role modeling being either extremely beneficial (54.55%) or moderately beneficial (24.38%) and 75.47% of respondents reporting acceptance-and-confirmation as being either extremely beneficial (42.74%) or moderately beneficial (32.37%). A higher cumulative number of respondents reported counseling (the helpful and confidential nature of the mentoring relationship; personal and professional dilemmas being explored and acting as a sounding board in addition to demonstrating listening, trust, and rapport) as being either extremely beneficial or moderately beneficial when compared to those reporting friendship (71.08% and 70.66% respectively).



Conclusion

The NAIA has indicated that the student-athlete's health and fitness are a priority yet surprisingly do not mandate the hire of a certified strength and conditioning coach, or the requirement of a certification among sport coaches. This is also contrary to what a majority of NAIA Athletic Directors identify as a need for the student-athlete's competing at their institutions.

Practical Application

The results of this study imply that specific functions that have been found to be more utilized and beneficial can be the focus by mentors and applied more so when working with up-and-coming strength and conditioning coaches.

	Always Utilized	Often Utilized	Sometimes Utilized	Seldom Utilized	Never Utilized	Weighted Average
ROLE MODELING	36.69%	35.89%	12.90%	5.24%	9.27%	2.15
ACCEPTANCE-AND-CONFIRMATION	28.23%	40.73%	14.52%	8.47%	8.06%	2.27
COUNSELING	27.42%	31.05%	19.35%	10.48%	11.69%	2.48
FRIENDSHIP	38.46%	30.36%	14.57%	8.10%	8.50%	2.18

	Extremely Beneficial	Moderately Beneficial	Somewhat Beneficial	Slightly Beneficial	Not at All Beneficial	Not Utilized	Weighted Average
ROLE MODELING	54.55%	24.38%	7.85%	4.13%	2.89%	6.20%	1.95
ACCEPTANCE-AND-CONFIRMATION	42.74%	32.37%	9.54%	5.81%	1.66%	7.88%	2.15
COUNSELING	43.39%	27.69%	10.74%	7.44%	2.48%	8.26%	2.23
FRIENDSHIP	44.21%	26.45%	12.40%	7.85%	1.65%	7.44%	2.19