

## KEY READINGS

### Ongoing Learning for Elite Sport Leaders

#### THE READING

Kent, A. & Sullivan, P. J. (2003). Coaching Efficacy as a Predictor of University Coaches' Commitment. *International Sports Journal*, 7 (1), 78 – 87.

#### WHAT IS THE POINT?

Exploring the relationship between organizational commitment and coaching efficacy

#### HOW WAS THE INFORMATION OBTAINED?

A balanced international sample of intercollegiate head coaches were the participating group. They completed a survey measuring confidence, teaching technique, motivation, strategy, and character building.

#### WHY IS IT RELEVANT?

- Affective commitment is a personalized or emotional attachment with an organization.
- Coaching efficacy is the extent to which coaches believe they have the capacity to affect the learning and performance of their athletes (Felix et al., 1999)
- High efficacious coaches want to remain in their current state of employment more than ones with lower confidence.
- Coaching efficacy is a significant predictor of organizational commitment.