



**BRITISH
ESPORTS**

Coach Development Framework

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Supporting the professional development of esports coaches and their players, and the continued growth and credibility of the esports industry.

Establishing coaching standards in esports is essential for promoting and upholding the integrity of the industry. Globally recognised professional standards in esports coaching will support the positive development of esports players, the professional development of coaches and the continued growth and credibility of the esports industry.

Based on international best practice from coaching in traditional sport, British Esports have developed a Coach Development Framework (CDF) specifically for esports.

The CDF can be used to form the foundation of all coaching developments in the esports industry and as a benchmark of success. It can be used to inform a range of areas including education programmes, professional development and training opportunities, and career pathways.

It has been designed to identify core knowledge, skills and behaviours which coaches need in esports while recognising the variety of esports titles and the specialist skills and knowledge that individual games require.

The CDF has been developed by a team of professionals with backgrounds across esports, sports, coaching and education. It is based on relevant, appropriate resources from national and international organisations in traditional sport and sports coaching such as UK Coaching, the Chartered Institute for the Management of Sport and Physical Activity and the International Council for Coaching Excellence.

For more information or any queries, please visit:

britishesports.org/esports-coaching or email coaching@britishesports.org



Understanding Yourself

Skills

- Demonstrate self-awareness of themselves as a coach
- Develop and articulate their own coaching philosophy and why this matters
- Interpret their own behaviours and the impact these have on others
- Show commitment to ongoing personal development and continuous learning
- Demonstrate self-reflection on their own practise to enable self-development
- Use appropriate sources to support themselves and their own development
- Be curious in seeking new information to support learning and development
- Demonstrate regulation of their own behaviours and managing themselves in line with the Code of Conduct for Coaches

Knowledge & Understanding

- Information gathering
- Role of the coach
- Coaching philosophy
- Appropriate coaching behaviours
- Links between philosophy and behaviours
- Reasons for coaching
- Models of learning
- Learning design
- Models of self-reflection
- Learning preferences
- Learning opportunities
- Code of Conduct
- Defining and measuring success

Understanding Your Coaching Practice

Skills

- Discover the values and cultural expectations of the players in their care and the environments they are in
- Demonstrate role modelling and set expectations for players through their behaviours and actions
- Demonstrate your approach to supporting a learning experience
- Apply relevant principles to create positive, and lasting, first impressions and to develop positive, professional relationships with participants
- Show excellence in a participant-focused approach to coaching, demonstrating the ability to retain participants through a programme
- Show a clear focus on acting as an advocate to grow esports participation
- Organise own work tasks alongside colleagues to ensure a positive, safe and inclusive learning environment
- Operate within professional boundaries

Knowledge & Understanding

- Information gathering
- Personal culture and values
- Environmental culture and values
- Motivation theory
- Models of learning
- Learning design
- Effective learning environments
- Models of communication
- Models of feedback
- Holistic development
- Developing independent learners
- Participant-focused centred approach
- Participant experience
- Coaching team supervision and engagement
- Professional boundaries.
- Role of the coach as part of a team
- Defining and measuring success
- Safeguarding
- Code of Conduct

Understanding Environment

Skills

- Create effective learning environments – physical and virtual
- Adapt sessions and programmes to align them to growth / development cycles of players
- Prepare and support players to be independent learners who can support themselves outside of coaching sessions
- Show in-game progression pathways
- Talent ID and wider representative pathways in esports
- Employ strategies to influence and manage stakeholders that support the coaching process
- Illustrate the supervision of a coaching team to provide safe, engaging sessions aligned to the objectives of the organisation and/or programme
- Demonstrate diligence in the recruitment, checks, mentoring and support offered to assistant coaches

Knowledge & Understanding

- Information gathering
- Models of learning
- Learning Design
- Coaching adaptation
- Growth / development cycles of players
- In-game progression pathways
- Talent ID models
- Coaching teams
- Coaching team engagement
- Stakeholder identification
- Stakeholder engagement
- Policies, procedures and compliance
- Defining and measuring success

Understanding Players

Skills

- Relate to their players as people and their individual emotional, physical, mental, social and developmental needs
- Discover the motivations of the individual(s) they are working with
- Illustrate how motivations differ depending on age / stage / phase of life
- Differentiate and personalise their approach based on the needs and motivations of the player to create supportive but challenging learning environments
- Choose appropriate and effective communication for players
- Develop and maintain effective, professional relationships with players
- Demonstrate, model and use emotional intelligence effectively

Knowledge & Understanding

- Information gathering
- Models of development
- Motivation theory
- Differentiation
- Emotional intelligence
- Personal culture and values
- Environmental culture and values
- Models of learning
- Learning design
- Effective learning environments
- Models of communication
- Models of feedback
- Holistic development
- Developing independent learners
- Participant-focused centred approach
- Participant experience
- Professional boundaries
- Code of Conduct
- Defining and measuring success
- Safeguarding



Team and Player Development

Skills

Create, develop and manage teams and/or individuals in line with performance levels, age and stage of development

Knowledge & Understanding

- Information gathering
- Managing individuals
- Managing teams of players
- Physical and mental wellbeing
- Models of development
- Player development model(s)
- Defining and measuring success
- Performance analysis



The diagram features a central dark blue circle with the text "Skill Acquisition" in white. Two dashed lines extend from the top of this circle to the top corners of the page. Below the circle are two light blue rectangular boxes. The left box is titled "Skills" and contains two bullet points. The right box is titled "Knowledge & Understanding" and contains four bullet points.

Skill Acquisition

Skills

- Explore the fundamental skills that are appropriate to individual games, genres and performance levels of players
- Develop appropriate activities to ensure players are challenged and learn in game-based exercises and scenarios

Knowledge & Understanding

- Information gathering
- Required skills for success
- Skill acquisition models
- Defining and measuring success

Game Psychology

Skills

- Examine the impact of positive psychology on the performance of their team and/or individuals
- Support players to manage their behaviours and emotions
- Illustrate how the age and development stage of the individuals affects their psychology and progression

Knowledge & Understanding

- Information gathering
- Brain development
- Coaching the whole person
- Self-regulation
- Psychology for performance
- Team psychology
- Defining and measuring success

Genre and Game Knowledge

Skills

- Compare specific genres and games in esports
- Explore in-game skills and strategies specific to genres and games
- Analyse gameplay at macro and micro levels in specific genres and games
- Define performance based on different levels / age / stage of development
- Examine how skill and strategy requirements in different games change at different performance levels
- Interpret how the evolution of game titles impacts on players and teams
- Identify how to plan and implement changes following patch updates
- Predict and manage the impact of roster or team changes

Knowledge & Understanding

- Information gathering
- Genres of Esports
- Rules of the games
- Strategies of games
- Performance analysis
- Evolution of games
- Evolution of skills
- Patch updates
- Team psychology
- Defining and measuring success