

## Key Results Worksheet

Position: Kentucky Basketball Men's Head Coach

Every job in every organization is unique and should be treated as such. The purpose of this survey is to provide more clarity about the “what” of the job. We want to “let the job talk” and tell us what it needs for superior performance. Below are six thought starter questions.

1. In 5 words or less, What is the purpose of this job?

- Build a championship-caliber team
- Win basketball national championships
- Recruit, teach, coach, care, connect
- Program and player success
- Develop others and win honorably

2. What are the top three things this job should spend the most time doing? (*Note: Please add a % of time next to each, doesn't need to equal 100%*)

- Recruiting both high school prospects and current post-high school players. Philosophy and process (50%)
- Recruiting and developing best-in-class staff (30%)
- People development: Team-building, player development, staff development, communication with players, staff, and big blue nation (70%)
- Communicating with BBN and outside world – developing the brand (20%)
- Promoting, marketing (business development), and raising money for Kentucky basketball through community involvement, public appearances, NIL special events, etc... (25%)
- Recruiting and developing the “Pope-era” UK player (30%)
- Building relationships with players, recruits, donors, media, peers, and fans (30%)
- Coaching, teaching, and managing players and staff (40%)
- Strategic planning and visioning: micro-level (practice and game planning) and macro-level (future growth and development of the program and facilities) (30%)
- Player/person development (50%)
- Recruitment strategy (40%)
- Community Engagement (10%)
- Building a winning culture (60%)
- Extend the institution's influence (20%)
- Assess (20%)

3. What are the top three measurable results this job generates? (Note: *These results must be something that can be measured by either a number or by answering YES or NO*).

- Wins/Championships
- Winning SEC and/or SEC tournament
- Game wins
- Game/tournament wins
- Winning
- Being in the NCAA “Final Four”
- Low player/staff turnover
- Player development (whole person – career preparation , graduation rate, NBA draftees, and personal growth)
- Educating/Graduating
- Career “Launching”
- Recruiting success/landing top tier players
- NIL growth
- Financial stewardship
- No negative stories about anything to do with UK basketball – high quality, high ethics, positive force in the community
- Fan engagement

4. In your opinion, what are the top 3 soft skills needed for this job?

- Leadership
- Communication Skills
- Self Management – Time & Priorities
- Self Management
- Resilience
- Interpersonal Skills/Emotional Intelligence
- Persuasion
- Empathy
- Leadership coaching and development
- Communication/coaching to the players
- Honesty – setting the right expectations and goals for each player (Success is going to look different for each person).
- Ability to inspire each person’s belief and commitment to their natural talents (making sure each person is set up for success) and inspire the UK community at large to believe in and support the program
- Self-awareness
- Self-regulation
- Social skills

5. What are the top three daily rewards of this job?

- Player/staff development/commitment/engagement
- Developing high-quality young men
- Creating a winning atmosphere and expectation
- Maintaining and building the “UK basketball” brand
- Wins (On and off the court)
- New NIL donors
- Player growth and development
- Interaction
- Competition
- Being a part of someone else’s success
- Being a part of someone else’s failures and turning that into a growth opportunity
- Being the face of Kentucky basketball and an ambassador for the state
- Task accomplishment
- Team interaction
- Influence

6. What would someone in this job be fired for?

- Lack of winning
- Now winning “enough”
- Losing the fan base
- Causing embarrassment for UK
- Breaking a law
- Alienating the donors
- Losing games
- Financial malfeasance
- Violation of NCAA rules
- Insubordination
- Moral turpitude
- Ethics violations
- Player/staff mistreatment
- More losses than wins
- Building a losing culture
- Ethics/legal violations