



End-of-Season Player Exit Interview Template

The end-of-season exit interview is a crucial data-gathering opportunity for program improvement. This structured, confidential process ensures that your program shifts from making assumptions to executing data-driven changes based on player feedback.

Suggested Guidelines:

- **Promise Confidentiality:** Assure the player that their feedback is for program improvement and will not lead to retribution.
- **One-on-One Setting:** Conduct the interview in a private, neutral space (office, empty classroom).
- **Time:** Budget 30 minutes per player.
- **Materials:** Have a printed copy of the template, a pen, and the player's performance data/grade report (for context).

Action Step: After all interviews are complete, compile the anonymous feedback and present the common themes to your staff and to your Player Leadership Council.



SECTION A

Player Reflection (Self-Evaluation)

Objective: To hold the player accountable to the program's standard and develop their ability to self-critique. Whether you conduct them with every player, graduating seniors, or key returning players, here's some inspiration on how to structure them and what to ask:

Prompt	Player Response/Coach Notes
What was your greatest success this season? Think of a specific moment where you lived up to our program standard (on the field, in the weight room, or in the community).	
What's one moment from this season you wish you could have back?	
What is the single most important, measurable skill you need to improve on before next season? (Ex: footwork, run blocking leverage, throwing mechanics, better understanding the playbook, etc.)	
Which teammate consistently enforced our standard, and how did they challenge you personally? (Ex: practice effort, discipline, leadership)	
How well did you handle adversity? (Scale of 1-5, 5 being Excellent)	
How consistent were you in practice? In the weight room?	

Prompt	Player Response/Coach Notes
Did you get better as the season went on? Why or why not?	
What part of your game improved the most?	
Was your role on the team clearly defined? How did you feel about it?	
What words would you use to describe our team culture?	
What are your goals for next season?	
What do you want your role to be next year?	
What do you need from the coaching staff to help you get there? (to reach your goals and desired role)	

Coach Note: Use the player's self-critique to finalize their offseason development plan.



SECTION B

Film & Data Feedback

Objective: To assess engagement with critical learning tools like Hudl to assess your team's film study process.

Question	Player Response/Coach Notes
What is the single biggest "lightbulb moment" you had while watching film in Hudl this year?	
Did you consistently watch the assigned playlists from your position coach? Why or why not?	
Identify one specific opponent tendency (personnel, formation, down/distance) that we successfully exploited because of film study.	
What should we start doing in film sessions?	
What should we stop doing in film sessions?	
How can we change film sessions to help you understand coaching and apply it to the field more effectively?	



Prompt	Player Response/Coach Notes
What data points (opponent or self) are most instructive to you?	
What data points (opponent or self) are least instructive or insightful?	
What information can we give you about opponents that would make you feel better prepared going into games?	



(Remove this section and give separately to players to fill out anonymously)

SECTION C

Coach & Program Feedback (Leadership Council)

Objective: To gather honest, actionable insights into coaching effectiveness, clarity of expectations and the overall program culture.

Question	Player Response/Coach Notes
What can I do better as a Head Coach? What can the program do better to help you succeed?	
On a scale of 1-10, how well did the coaching staff prepare you for our opponents' specific tendencies (personnel, formations, calls)?	
What is one specific system or habit the coaching staff should START doing next season? (Ex: more position drills, more in-season lifting days, etc.)	
What part of the program did you find the most confusing or frustrating this season?	
Do you feel the staff was clear and consistent in rewarding great behavior and correcting poor behavior? Why or why not?	
Regarding team culture, what one thing could be improved to make the locker room or sideline a better environment?	



SECTION D

Final Thoughts & Program Commitment

Coach Review of Player Performance

Coach's Overall Assessment of Player's Season Effort:

- ☐ Exceeded Expectations
- ☐ Met Expectations
- ☐ Needs Improvement

Coach's Overall Assessment of Player's Season Effort:

Player Commitment

I understand the expectations of this program. I commit to improving the measurable skills identified in this interview and adhering to the non-negotiables to prepare myself and my team for a championship season.

Player Signature: _____

Date: _____

Coach Signature: _____

Date: _____

