



COACH MPIOLO

# QUALIFIER TOOL

*Do not share this page with the person taking the test.*

This tool is designed to assist in the recruitment of a new Coach.

Over and above the base qualifications [Having HIV and a matric exemption] there are characteristics we have identified that contribute to man's ability to succeed as a coach.

## How to use it

A simple test, the candidate Coach has to make one selection from each row of 15 characteristics. Each Characteristic has three statements which score low, medium or high. The candidate coach must select one statement in each row that he identifies with the most.

## Selection

Candidates that select **any 'low' statement** for any characteristic (especially disclosure) are disqualified for Coach Mpilo eligibility.

Candidates who answer only mediums and highs are considered for interview and training, with priority selection given to those candidates with the most 'high' statements.

**Select one statement from each row that best describes how you feel about yourself. Mark with an X.**

I hardly ever talk to people about intimate things.	I can talk about intimate things if I have to.	I enjoy talking about intimate things with people.
I always try to put people at ease by being friendly.	I think people are usually comfortable about approaching me.	People don't usually approach me, they stay away.
I'm generally OK if people find out I'm living with HIV, but there are some people I definitely would not like to know, like my employer, my pastor, my child or wife.	Most of the time, I have no problem knowing I'm living with HIV, but sometimes I hesitate with some people, not sure why.	I have no problem with ANYONE knowing I'm living with HIV.
I always want to know what's going on in my community and make it my job to know the people and places.	I'm interested in my Community if it affects me.	I usually keep myself to myself in the Community.
I struggle to feel positive about things.	I'm generally positive about things, but some things...eish.	I'm hardly negative about things, you have to stay positive about life in this day and age.
I'm not really comfortable talking to people who are different to me like foreigners and gay people.	I'm OK with different kinds of people but I prefer my kind of people.	I'm cool with whatever you are or do, live and let live.
I've always been told by people that I'm a good listener.	I would not say I'm the best listener in the world, but I try.	I don't listen to people too closely, once I get the message that's OK with me.
I don't really go out of my way to help people, but I will if I have to.	If I'm called on to help someone, I try to do my best.	I usually go out of my way to help people if I can.
I like spreading information with people, if I think they would benefit so lots of people ask me things.	Sometimes people come to me for advice -I don't push them away.	People don't really come to me for advice.
I usually hang out with people who are very much like me, It's more comfortable that way.	People are generally comfortable around me.	I love all sorts of people and being comfortable with them and they with me.



I blend into the community because I know what's going on and how people are feeling.	I think I'm a cool somebody ekasi and in town.	I don't really go out much, I don't really like social situations.
When they show numbers about things on TV I'm not really interested.	If I hear of an interesting statistic, I sometimes try to understand exactly what it means.	To me, a good report with numbers is all about the detail, the little things not just the big things.
I like writing and how people use words.	I write sometimes, but not that much.	I haven't really written anything since school.
I'm usually relaxed about things and don't like to be told to do things. I always do things the way I want to do them.	I'm pretty good at achieving what I've been asked to do and on time, this has given me a good reputation.	I believe the way you do you work says everything about you and the place you work for.
I'm a very confident guy when it comes to communicating with people, I'm often a leader.	I'm a pretty popular guy, I like people and people like me.	I'm generally a pretty quiet person and not too comfortable showing my feelings.

