

SECTION TWO

Technical



A Guide To Self Evaluation For Referees

Introduction

The enjoyment of refereeing is very much based on on-field performance, having control of a game, making credible decisions and developing your skills.

The key to any development, in refereeing terms, is having the ability to reflect on how you performed during your games and learning from your experiences.

So by means of a series of questions I shall try and dispel any myths and develop your understanding of what self-assessment or evaluation is all about. Thereafter I will look at ways of evaluating or assessing yourself.

What does evaluation mean?

Evaluation really means 'To measure'. So in your case we will look at measuring your performance as a referee or an assistant referee.

Why?

Well we want you to improve your refereeing skills, your personal skills and measure how effective you are taking charge of a game of football.

Who evaluates me?

A whole range of people including spectators, managers, players, your colleagues and assessors. However the most important evaluation must be yours.

What will be assessed?

There are in total nine key skill areas ranging from your appearance, the manner in which you use signals to your position and movement on the field of play. Perhaps the most important area is one relating to your control. Are you confident in what you do, and are your decisions "good decisions". Your position on the field of play will be monitored and your level of fitness will be judged. From an assessors viewpoint your judgements connected to the application of the laws of the game are paramount. There are a number of other skill areas that will be mentioned later.

How will I be assessed?

At some of your games you will have an independent assessor who is qualified to observe your performance and thereafter complete a report. You get a copy of this report, which should act as a useful source of information on how you did. The main body of this report will highlight strengths (things you did well) and offer advice on areas of your performance that need attention (areas of development).

So how can I help myself to improve?

You need to constantly look back at each game you do and focus on the nine skill areas and ask yourself a series of questions. As an example when dealing with stoppages "Did you get the game restarted quickly after each stoppage?" If you did then well done, however if you find that there are delays then ask yourself "Why, what is causing the delay".

You will find in your pack Self Evaluation forms. Consider each question in turn and place a tick in the relevant box marked 1 through to 10. In this case 10 indicates "A faultless performance during which you displayed excellent level of control, player management and Law Application throughout your game, to 1 which simply means "A totally unacceptable Performance". By placing a tick in the box on the self-evaluation form, you will develop a profile of your performance during each game, which in turn will highlight your strengths and those areas that need working on.

You will find enclosed with your pack a grid of all the skills areas on which you can mark strengths and areas of development. Can I suggest that if there are a number of skill areas, which you have consistently, scored low in, these are the skill areas that you should concentrate on and aim to improve in. Don't forget the really essential skill of being an effective referee is to always look towards improving and developing your referee skills.

So what do I need to do now? JUST REFEREE

No it's not that simple, just to referee, let's look at the spelling of 'referee' in a bit more detail.

R Reflect

Look back at your game; use the experience to relive what you did in each game. Use the self-evaluation form to aid you with this process.

E Evaluate

What did you do during the course of the game? How did you do it? What impact did you have on the game?

F Focus

Try and remain focused on your actual 'on field performance' using the nine key skill areas.

E Examine

What you did in fine detail. Try and picture key incidents during the game and simply ask yourself "How did I deal with the incident?" and "Was the outcome the right one?"

R Report

In this case the report is a series of questions that you only have to tick the relevant box, giving yourself a score out of ten. Refer to the marking guide as to how you reach a particular mark.

E Engage

The important part of any self-assessment is to put what you have learned into practice. Don't try and do too much, just one or two skills at any one time.

E Enjoy

Always, always try and enjoy the thrill of putting on that black shirt and refereeing.

QUOTE BOX
TOP INDENT IS 8MM UP

Setting Goals

The Iceberg Theory

To understand what this means, consider the metaphor of an iceberg. The iceberg is a solid mass where a small amount of the surface is open to the weather but a large amount of the iceberg is hidden below the water deep down. The base of the iceberg represents your values, which are deep down and hidden, whilst the tip of the iceberg represents the behaviors you show (i.e., whether you are committed to a goal or not). Individuals often set goals away from their core value system, hence they do not commit to their goals, and they are subject to changes in the environment such as the rain, wind or snow (i.e., life events, friends, family). However, when individuals set goals which are aligned to their core self (i.e., the base of the ice berg), they get sustained long term behaviors. These goals are not affected by adverse weather conditions as they are aligned with what is true and important to individuals on a deep level.

Tiger Woods – Goals and Values

Tiger Woods is arguably the greatest golfer ever, and is one of the top sportsmen in the world. Tiger's values are there for all to see. He is someone who wants to achieve things on a daily basis. He is someone who believes in innovation. Tiger believes in hard work and making sacrifices to achieve his goals.

Tiger consistently plays to all of his core values. An important thing to consider in this process is the way he sets his goals. Tiger has set a very positive goal of achieving more than 18 major golf championships. It is stated 'towards' achieving something (i.e., I want to be healthy is far better than I want to quit smoking). His goal is revolutionary, stretching and energising as he will overhaul Jack Nicklaus' long standing record. His goal is on a time schedule in that this goal must be achieved before he retires from the sport. Finally, his goal has been made visible to others as he regularly talks to the media about how passionate he is about achieving this goal.

The Process - Identify your values

We will now talk you through how to set your goals. In addition we will link in the other factors we believe go hand in hand with this process.

Ask yourself the question what values are important to you as you pursue your goal and list them. Often this can be quite difficult. If you are struggling, ask yourself the question, what is it that I hate to see in other people? You might come up with a list such as: lack of passion, dishonesty, lack of persistence, laziness, talk the talk people, untidiness, and a lack of sincerity. Now simply look at what their opposites are and you will have a list of values which are important to you. For example, the opposite of dishonesty is honesty. Likewise, the reverse of laziness is action. Once you have your list, think about which specific values you want to play to as you head towards your business and personal goals. Therefore, the values you may wish to play to in the example above are: passion, honesty with myself and others, persistence, action, walk the walk, tidiness and sincerity.

Ensure your goals are PROWESS orientated

Thinking about the end point, now ask yourself if your goal is PROWESS orientated. This is a powerful concept we have developed based on our experience of working with people who achieve success time and time again, be it in sport or in business. Consider the Tiger Woods example earlier and you will see his goal is PROWESS orientated.

- P** The P links to goals which are Positively stated and those which you are Passionate about achieving. Focus on what you want and not on what you don't want. It is vitally important that you identify what is important to you and what you do want to happen. Focus on being fit, not on being unhealthy. Focus on achieving that promotion or that bonus. Don't focus on any negatives.
- R** The R links to goals which are Revolutionary. General Electric are the 2nd largest organisation in the world. They set their target on becoming number 1 or 2 in the world in each of their core businesses. In doing this they stated: "In stretching for impossible targets we learnt to do things faster than going for doable goals". Likewise, in the world of sport, we constantly ask our athletes to remove the barriers they put up before them and focus on the near improbable. This is a vital ingredient of the PROWESS goal as it forces you to look for solutions and remove the barriers which are in the way of your goal.
- O** The O links to goals which are On a time schedule. Specifically this focuses on the actual end date when this goal will happen!

W The W is goals which are Written down and made visible or verbalised to others around you. It is vitally important you are consistently reminded of your goals.

- E** The E links to goals which are Energising and Enjoyable. When you look at your goal, will it get you out of bed and be something you will enjoy going on a journey towards?
- S** The S links to goals which are Specific. State exactly what you want to achieve and what it will result in.
- S** Finally, the remaining S relates to goals which are Stretching. Push the boundaries otherwise you will not generate the enthusiasm to achieve your desired outcome.

Visualise achieving your goal

Once you have created your goal(s), go the extra mile and be disciplined enough to focus on them, re-visit them, and visualize achieving them on a regular basis. To help you with this, visit www.raisethebar.co.uk/downloads/ to download Steve Parry's free MP3 visualisation session – it is an amazing experience and only takes four minutes to download.

LINK DOESN'T POINT TO ANYTHING SPECIFIC, AND NO SEARCH FACILITY AVAILABLE!

Our knowledge of elite performance has enabled us to understand what makes the top performers tick. By setting your goals based on our iceberg metaphor and using the visualisation download, you will develop goals which you are truly committed to achieving.

The Laws of the Game – Amendments 2012-2013

At the International Football Association Board's 126th AGM, held in London on the 3rd March 2012, the IFAB approved the following amendments to The Laws of the Game which come into effect on the 1st June 2012.

Law 3 – The Numbers of Players
(submitted by FIFA, with amendments by the Scottish Football Association)

Present text
(None)

Proposed text

If a named substitute enters the field of play instead of a named player at the start of the match and the referee is not informed of this change:

- the referee allows the named substitute to continue the match
- no disciplinary sanction is taken against the named substitute
- the number of permitted substitutes allowed by the offending team is not reduced
- the referee reports the incident to the appropriate authorities.

Reason

It is not rare that a substitution is made prior to the start of the match and after the referee has been informed of the names of the players and substitutes. This is normally due to an injury of a player during the warm-up. If the referee is informed of the substitution, this is permitted but it is necessary to clarify how to proceed if the referee is not informed of the change.

Law 4 – The Players' Equipment
(Submitted by the Football Association)

Present text
(None)

Proposed text

Stockings – if tape or similar material is applied externally it must be the same colour as that part of the stocking it is applied to.

Reason

An increasing number of players are using excessive amounts of tape externally on their socks. This can be a multitude of colours and, as can be seen from the following slide, it completely changes the look of the sock. This can cause confusion particularly for assistant referees who may need to look at the sock to determine who last played the ball before it has gone out of play

Law 4 – The Players' Equipment
(submitted by FIFA)

Present text
Other Equipment
(...)

The use of radio communication systems between players and/or technical staff is not permitted

Proposed text
Other Equipment
(...)

The use of electronic communication systems between players and/or technical staff is not permitted

Reason

The current wording does not reflect technological advances

Law 8 – The Start and Restart of Play

(submitted by The Football Association)

Present text

Infringements and sanctions
The ball is dropped again:

...

Proposed text

Infringements and sanctions
The ball is dropped again:

...

If the ball enters the goal:
if a dropped ball is kicked directly into the opponents' goal, a goal kick is awarded

if a dropped ball is kicked directly into the team's own goal, a corner kick is awarded to the opposing team

Reason

There have been a number of occasions where goals have been scored from 'uncontested' dropped balls. This has put a great deal of pressure on the referee as he has to allow the goal to stand. We then have the unseemly situation where the opposition allow the team to score from the kick off without any players trying to stop them in order to rebalance the game.

Law 12 – Fouls and Misconduct

(submitted by FIFA)

Present text

Disciplinary sanctions
There are circumstances when a caution for unsporting behaviour is required when a player deliberately handles the ball, e.g. when a player:

- deliberately and blatantly handles the ball to prevent an opponent gaining possession

Proposed text

Disciplinary sanctions
There are circumstances when a caution for unsporting behaviour is required when a player deliberately handles the ball, e.g. when a player:

- deliberately ~~and blatantly~~ handles the ball to prevent an opponent gaining possession

Reason

It is more important to punish the consequence that the hand ball created rather than the fact that it was blatant. In fact, a hand ball could be inconspicuous but certainly very important. Furthermore, it is difficult to define what is meant by "blatantly" and therefore to have a uniform interpretation, especially by referees from different countries or continents, with very different experiences. Deleting the word "blatantly", and providing that if the hand ball prevented the opponent from gaining possession the player must be cautioned, makes the interpretation easier.

QUOTE BOX
TOP INDENT IS 8MM UP

Handball

Law 12 clearly states that a Direct Free Kick should be awarded to the opposing team if a player handles the ball DELIBERATELY (except for the goalkeeper within his own penalty area). A Penalty Kick is awarded if a defending team player deliberately handles the ball inside his own penalty area (except for the goalkeeper within his own penalty area).

Handball is one of the simplest of all the Laws of the Game, yet the difficulties for referees in a match situation is trying to determine whether a handball act is or isn't deliberate and the complexity involved in making this judgement!

The handball offence is so very simple, yet it is so universally (and frustratingly for Referees) misunderstood by players, managers, sports commentators, journalists and spectators alike. Determining what a deliberate act of handball is often causes the most problems and provides the referee with one of their hardest challenges. It is important to stress that not every deliberate handball is punishable by a yellow or red card and a direct free kick or penalty kick is sufficient punishment.

The difficulty for referees in a match situation is trying to determine whether a handball act is or isn't deliberate. In deciding whether the handball is deliberate or not, referees are effectively influenced by the following four criteria:

- The proximity of the offending player when the ball is struck. The closer the player is to the ball the less time he has to react, less time to move his arms out of the way or even towards the ball. The ball struck at close range on to the arm or hand of an opposing player is less likely to be considered a deliberate act than a ball struck from distance where a player has more opportunity to move his hand out of the way of the ball

- The movement of the hand or arm towards the ball or away from the ball to prevent a handball offence occurring
- Consideration of the hand or arm in the unnatural position and distinguishing whether a player is merely protecting himself or unable to move his arms out of the way as the ball was struck from close range. However, when a ball goes to the side or above a player, where the hand or arm moves towards the ball, that is not a natural position or a defensive reaction and in these situations it is likely to be more a deliberate act of handball
- Whether the player uses his hands or arms to make himself bigger to prevent the ball from going past him in either towards goal or towards the penalty area. This action is a deliberate attempt to handling the ball giving the defending player an unfair advantage

'Ball to hand', is the well-known phrase used by Referees to describe an accidental 'handball'. It is usually obvious to Referees when a player purposefully moves his hand (or arm) towards the ball with the intention of gaining an unfair advantage over his opponents by handling the ball. Deliberately handling the ball implies full consciousness of the nature of one's act and its consequences.

In terms of discipline, a caution must be issued for Unsporting Behaviour, for example to prevent an opponent from gaining possession; denying a good attacking opportunity or attempting to score a goal. A red card must be issued if [the handball] denies the opposing team a goal or an obvious goal scoring opportunity. Finally, it is important to remember that not every handball offence is punished by a Yellow or Red Card and the award of a direct free kick or penalty kick is seen as sufficient punishment.

Managing The Game

Introduction

Perhaps there is nothing more vital than a referee being able to manage a game of football. How they control players, communicate with them; deal with incidents and resolves situations all fall under the auspices of management. Another important aspect to consider is self management. Consideration has to be given on how you prepare for a game, who do you contact, how do you meet and greet people, what do you say to secretaries and other club personnel. These are all important factors involved in your management.

This is a series of three articles which will focus on the requirements of a referee managing people and situations before the game, during the game and after the game has finished. It will offer advice, tips and consider situations that may arise in every day football.

In this first article we will consider the term 'management' in the context of refereeing and identify ways in which you should deal with people before you blow the whistle to start that all important match.

I suppose the first thing we need to understand is "what do we mean by the term 'managing' in refereeing terms"?

If you look at any dictionary there are clues to be had which include; to handle; to be in charge; to succeed; to have room or time; to exercise control.

This first article will focus on how you prepare for that big game, how you manage yourself.

Self Management

A lot has been said about preparing yourself beforehand but its worth considering some of the main areas:

- Is your kit clean and tidy, have your boots been polished – remember first impressions do count.
- Do you have the tools of the trade, whistles, note book, coins, pencils, cards etc?
- Have you checked travel arrangements, location of the ground as well as the time to get there?
- Research – What do you know about the 2 teams? Have you refereed these teams before? Who are the personalities, what are there league positions.
- Weather conditions play a big part in not only determining your travel arrangements but also the manner in which you conduct a pitch inspection.
- What food do you eat before the game? A great deal of emphasis has been placed on diet at a senior level ensuring carbohydrates are in place to burn off. This is equally important at local football. Ensuring you have appropriate fluids on hand at half time and full time enables you to re-hydrate.

The above list is not exhaustive but I would like to spend some time on 'Communication' as a management tool. What do I mean?

Well, usually a couple of days before your game, you receive a telephone call from the home team secretary. This is your first golden opportunity to manage what in simple terms is a quick but highly important contact.

It's not just a case of confirming that you are the match referee, be prepared to ask just a few questions:

- Can I just confirm what time KO is please?
- What colours do you play in?
- What colours do your opponents play in?
- What state is the pitch in?

And finally... I will be getting there around???. Letting the secretary know when you are aiming to arrive again reinforces your preparation and management of the game. You're setting a positive impression.

In this very simple dialogue you have listened, been very open and asked highly relevant questions relating to the game. You have shown an interest in the teams, in what you are doing but more importantly you have given a good first impression of yourself. Believe me the club secretary will be thinking "we've got a good one here", not the opposite!

You may be operating with assistant referees; therefore there is an implication that the referee should always make contact with the rest of his team. Once again this is a highly important aspect of management. What you say and how you say it, says a lot about you. Being polite, expressing a desire to work with your assistance, showing an interest in what they do in refereeing terms creates a good foundation. Remember your initial management of them will manifest itself when they go out onto the pitch to work and support you.

First Impressions

I am sure you have heard the saying "First impressions count". Well it's true.

Your presentation, smart, kitted out in appropriate dress says a lot about you. Having a positive and approachable manner which serves to create good working relationships is imperative, a good firm handshake with good eye contact and a simple "Please to meet you, I am really looking forward to the game" works really well. Immediately key people such as club secretaries recognise your motivation and desire to referee there game.

The way you talk to club assistant referees is vitally important. It is another interaction that needs to be managed. I would suggest when operating by yourself, identify the individuals and call them together. Introduce yourself, shake hands and ascertain whether they have had any training to do the job of an assistant referee or how much experience they have had at running a line. Give them the flags and then clearly spell out their duties. I have to mention that in some areas competition rules require club assistant referees to judge offside situations, and some do not! Be mindful of this. Allow for any questions and explain that you will see them after the game.

QUOTE BOX
TOP INDENT IS 8MM UP

Managing The Game

Routines

Part of effective self management may involve having a set routine before any game. You might like to have your kit laid out in the dressing room before getting changed. You may like to be ready at a set time or always need to go out for a warm up 20 minutes before kick off. If such routines are important to you then so be it but remember when operating as part of a team don't impose your routines onto others, but always invite them to join you if they so wish. It may be you have to explain to your team what you are doing, especially if you are leaving the dressing room to go for a warm up.

When warming up, do so properly. A number of people are watching you and are already making up their mind about you as a referee. The way you warm up, carrying out stretching exercises correctly, how you move about will all send important signals and lines of communication to observers.

Another consideration which involves self management is the way you offer pre-match instructions to your assistant referees. This aspect of your game is crucial and should serve as a standard of your communication. Keep them simple, offer clear messages and offer opportunities to clarify understanding. Remember once you blow the whistle you cannot clear up any potential ambiguities or uncertainty.

I feel that such instructions should only last around 10 minutes. As the referee you should have eye contact with the rest of your team. If you prefer to carry out your instructions outside, you can point to relevant areas of the pitch to reinforce key messages. If inside, variation in vocal tone, reinforcing key instructions and maintaining a good motivational attitude helps your team to understand what you require of them as well as motivating them to work with you.

When carrying out a pitch inspection you may have a set routine that you always follow. Check the nets, are corner flag posts in place, what are the pitch markings like. Is the playing surface free of any hazards, are just some of the questions you should be asking yourself. Again the way you go about this important aspect of your duties imparts an important message to others who might be watching. By taking your time, being confident in your inspection and finally reporting to the home manager any problems, ensures you are effectively managing the situation.

Remember if team sheets are handed to you say "thank you" look through them and ensure you have all the information you need before starting the game. Finally if operating with neutral assistants shake hands and offer your team best wishes. I always think it's useful to impart a key message before going out such as "Have a great game, keep focused and enjoy the experience".

Something new that has cropped up in refereeing terms is having a "game plan". In essence this means preparing yourself to the best of your ability, having considered all the parameters of the game you are about to referee. We have mentioned some of them in this article.

So in management terms you have exhibited self control, engaged in several dialogues in which you have managed people and situations as well as giving that all important positive impression.

I hope this first of three articles has wetted your appetite. It is impossible to cover every angle on such a huge topic but in the second article we will focus on the management of players identifying when to talk to them, how to talk to players and looking for vital signs that might help your management of players and situations.