



TOP Referees

Qualities & Self Evaluation

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Modern, High Level Referees



- The Quality, Attractiveness and Development of Volleyball are not only determined by the skills of the players and coaches.
- Competent and Well Prepared Referees with High Human Qualities share the responsibility for the Development of Our Sport.



Modern, High Level Referees



- A Modern, High Level Referee must be well prepared and equipped with an excellent balance between:
 - Rules Knowledge
 - Game Understanding and
 - Modern Refereeing Techniques
 - **The Referee needs common sense and a feeling for the “Spirit of the Rules”.**

Modern, High Level Referees



- In addition Modern, High Level Referees must posses:
 - good Organization Skills combined with
 - first class Match Preparation and
 - ability for retrospective Analysis of their Own Performances
- Each International Referee must have
 - strong Physical and Psychological Strengths

Today's Top Referees



- Be Firm, but Not Arrogant;
Be Fair, but Not Officious.
- Make a sincere effort to develop a basic Knowledge and Understanding of Human Nature.
- Call All Faults regardless of the pressure from fans, the score, whom it will hurt, or how it will affect their future inter-relations with the coaches and athletes.
- **As soon as the game has started, the two Referees are the only Neutral Observers!**

Today's Top Referees



- The Referee's Reputation should be built on the basis of his/her uncompromising Honesty and Integrity.
- Referees must be Role Models if they are to be respected by players, coaches, and spectators.



Evaluation of Referees



- Referees on High Competition Levels:
 - should NOT be considered as Bare Authorities of Rule Administration.
 - they are Game Leaders additionally equipped with Social Competence and Authority.
- **This insight should have influence on Education and Assessment of Referees.**



“OLD WAY” of Referee Evaluation

- Strictly “Rule-Oriented” Way of Assessments mainly characterized by:
 - Isolated Counting of the Referee’s Mistakes with respect to Isolated Rule Points.
 - Translating the Number of those Mistakes into some numerical Evaluation Points.

“NEW WAY” of Referee Evaluation



- Leave the strictly “Rule-Oriented Old Way”;
The “New Evaluation” aims to point out:
 - The Strengths and Weaknesses of the Referee’s Conduct of the Match in a “Holistic” Way, considering the Whole Work of the Referee.
 - Beyond the areas of Rule Administration there are areas of Game Leader Abilities and Social Interaction that are also judged according to the same assessment system.

Holistic Way of Assessment



- Coherent Rule Points are band together into significant “Assessment Sections”.
- In each section, RD Summarizes his Observations into an Overall Judgement of the performance of the referee during the Whole Match by one of Six Predefined (Verbal) Characterisations.
- The final numerical assessment is calculated schematically from these judgements.

New Evaluation Sheet



4 Sections referring to the:

- Refereeing Techniques & Mechanics.
- Knowledge, Interpretation & Application of the Rules.
- Interaction with the Teams.
- Match Management and Personality.

Better Quality of Evaluation in general and in **Discussion** between RD and Referees in particular.

- RD indicates to the Referees the Strengths and Weaknesses of their Performance in Different Sections from Poor to Excellent.

Self - Evaluation of Referees



- Prepare a Self-Evaluation using the Official R4-form.
- An essential Coaching Goal is to
 - lead the Referee to a reasonable Self-Criticism and
 - offer Opportunities to the Referees to find out Improvements by Themselves.
- The Referees can Exercise their Right to
 - give a Critical Analysis of Personal Performance for the debriefing together with Referee Delegate.
 - Defend themselves and perhaps to Release any Frustrations they may have trapped inside.

First Actions after the Game



When the **Game is over**, ask yourself the three following questions:

- Did the Better Team on the court Win the Game?
- Have the Referees Directed the Game Wisely ?
- Did the Game take place Without Major Incidents ?

The Critical Mistake



Do not evaluate a performance by **Counting the Number of Wrong Decisions**:

- This is bad or old practice...
The Observer has to judge the Overall Performance, and not one specific error.

An Excellent Performance for 5 sets can be destroyed, if the Referee makes a **Wrong Final Decision at the end of 5th set**:

- There may have been Only One Mistake, but it could be the one to Decide the Game!

Breaking Down Barriers



- The **Best Referee** is the one who controls with as **Few Decisions as Possible**.
- **Each Game** requires a **Different Performance**.
- There are **No Two Equal Games**, and each one requires its **Own Approach**.
- The **quality of the referee** is determined by his:
 - Capacity to Adapt to the Actual Game.
 - Capacity to let it Flow in a Spontaneous Manner.

The Referee does **NOT have to Create Barriers** to prevent the game from flowing, but should **Set up Bridges** by which the game can progress without problems.