



MENTORING FOR OFFICIALS

- 1. What is a mentor?**
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- 4. Why be a mentor? or What is in it for me?**
- 5. When are mentors needed?**
- 6. Where to mentor?**
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WHAT IS A MENTOR?

Mentors play many roles.

A Mentor, in the historical sense, is seen as someone who:

- is a loyal and trusted friend, confidant, counselor, and advisor
- is a teacher, guide, coach and role model
- is entrusted with the care and education of another
- has knowledge and advanced or expert status and who is willing to take a personal interest in and nurtures a person of talent and ability
- is willing to give away what he or she knows in a non-competitive way
- represents skill, knowledge, virtue and accomplishment



WHAT IS AN EFFECTIVE MENTOR?

- ❖ welcomes newcomers into the profession
- ❖ takes a personal interest in their career development and well-being
- ❖ wants to share their knowledge, materials, skill and experience with those they mentor
- ❖ offers support, challenge, patience and enthusiasm while they guide others to new levels of competence
- ❖ points the way and represent tangible evidence of what one can become
- ❖ exposes the recipients of their mentoring to new ideas, perspectives and standards, and to the values and norms of officiating correctly and how to be athlete friendly.
- ❖ are more expert in terms of knowledge but view themselves as equal to those they mentor



SHOULD I BE A MENTOR?

There is no single ideal profile but the following are qualities that most good mentor have:

Knowledge of Their Field

- They are considered by peers to be experts in their field.
- They set high standards for themselves.
- They enjoy and are enthusiastic about their field.
- They continue to update their background in their field.

Demonstrated Skills in Their Field

- Their work demonstrates superior achievement.
- They use a variety of techniques and skills to achieve their goals.

Earned Respect of Colleagues

- They listen to and communicate effectively with others.
- They exhibit a good feeling about their own accomplishments and about officiating.
- They recognize excellence in others and encourage it.
- They are committed to supporting and interacting with their colleagues.
- They are able to put themselves in others' shoes and understand their views.
- They like to help others.
- They are sensitive to the needs of others and generally recognize when others require support, direct assistance or independence.
- They exercise good judgment in decisions concerning themselves and the welfare of others.



WHY BE A MENTOR? OR WHAT IS IN IT FOR ME?

- IT IS REWARDING
- IT IS PAYBACK FOR THE HELP YOU RECEIVED
- IMPROVES YOUR OWN OFFICIATING SKILLS
- REMINDS YOU OF LESSONS LEARNED BUT FORGOTTEN
- IT GIVES YOU A SENSE OF APPRECIATION
- IT HELPS THE SPORT YOU LOVE



WHEN ARE MENTORS NEEDED?

NEW OFFICIALS

- HELP NEW OFFICIALS WITH INFORMATION
- ANSWER QUESTIONS
- TRAINING
- EQUIPMENT
- COMMUNICATIONS
- INTRODUCTION TO AND INCLUSION IN THE CULTURE OF OFFICIATING
- PERSONAL PLUS TECHNICAL SUPPORT

NEW ASSIGNMENTS/JOBS

- HEAD OF AN EVENT
- LESS TRADITIONAL ROLES LIKE
 - OFFICIALS COORDINATOR
 - WEIGHTS AND MEASURES
 - TECHNICAL MANAGER

PROMOTED OFFICIALS

- CHANGE OF RESPONSIBILITIES
- CHANGE OF COMMUNICATIONS CHANNELS
- EVALUATION OF OTHER OFFICIALS
- CHANGE OF COMMUNICATION STYLES
- NON TECHNICAL ROLES
 - REFEREE
 - MENTOR
 - CLINIC INSTRUCTOR
 - CERTIFICATION CHAIR
 - OFFICIALS CHAIR
 - CONVENTION DELEGATE
 - BOARD OF ATHLETICS MEMBER



WHERE TO MENTOR?

OFFSITE

- Most important
- Help answer questions-rules, meets, equipment
- Tell your story of why you became and enjoy officiating
- Help with preparation
 - choosing meets and events
 - making them comfortable with the job they will do
 - getting uniform
 - getting equipment
- Advocate to be certified

ONSITE

- Clinics
- Meets
 - Ride Sharing
 - Before - Preparation, Safety
 - During - Hands on
 - After - Evaluation, share your solution
- Introduction to other veteran officials



TO MENTOR THE UPGRADING OFFICIAL

- ◆ is different and more challenging
- ◆ takes more hands on effort and more discussion
- ◆ requires a personal interest in their career development and well-being
- ◆ must share your knowledge, materials, skill and experience with those you mentor
- ◆ offers support, challenge, patience and enthusiasm while guiding others to new levels of competence particularly in the area of problem solving
- ◆ exposes the recipients of their mentoring to new ideas, perspectives and standards, and to the values and norms of officiating and managing correctly and how to be athlete friendly when handling problems.
- ◆ although are more expert in terms of knowledge and skills but must view themselves as equal to those they mentor



SUMMARY

Where to Mentor?

OFFSITE

- ❖ help answer questions and preparation for meet experience

ONSITE

- ❖ clinics
- ❖ meets

When are mentors needed?

- ✓ new officials
- ✓ new assignment/jobs
- ✓ promoted officials

What is in it for me?

- is rewarding and give you a sense of accomplishment
- improves your own officiating skills
- reminds us of lessons learned but forgotten

What is a Mentor?

- has knowledge and advanced or expert status and who is attracted to and nurtures a person of talent and ability
- is willing to give away what he or she knows in a non-competitive way

References: Based on "Mentor Teacher Handbook" by Rita w. Peterson, Aug. 8, 1989 updated on 5-3-96 available on www.gse.uci.edu/MentorTeacher/contents.htm and adapted to Officials by George Kleeman November, 2005. Write georgeklee@aol.com for a copy (29 pages) of the "Officials Mentoring Handbook".