Evaluation of performance

Working between referees and delegates

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Evaluation of performance

- Interactive
- Separate room
- Talk with, not to
- Conversation is more important than personal score
10 topics for good learning

- Be an active listener
- Be an active participant
- Share your wisdom with others
- Learn from others
- Respect different point of views
- Stick to the case
- Limit yourself
- Ask questions
- Be active when working together in groups
- Be honest with yourself and others
Conversation by result

- Planned
- Prepared
- Recurrent
- Personal
- Confidencial
- Equal
Planning

- Means that the conversation contains what the referee and observer want to talk about

- Means that every conversation is planned
Means that both the referee and the observer have time to plan what they want to talk about.

Conversation between referees and observer is not a one-time event, it must be seen into perspective.
The conversation is personal and confidential

In order to ensure a fruitful conversation, it should take place in a room without interruption
Equality

- Conversations must take place on equal terms, where both parties share common respect for one another as human beings, no matter if their positions are different.
The main point is a referee’s personal development and subsequently his/her development as referee.

The conversation is a tool, which can be used to analyse, plan and control relations around the referees’ actions in a match situation. The referee must be able to express his/her own ideas, thoughts, wishes and goals.

The observer has the possibility to express what is wanted and expected from the referees.
Main purpose

- The conversation is the tool the observer and the referee can use to reach the goal.

- The conversation is meant for the referee – and not for the observer – to share all his knowledge.
Constructive conversation

- Be motivating for the referee
- Motivation is probably the key to progress
- Remember that referees on high level experience a lot of pressure and motivation from the observer can be very beneficial.