**MENTORING WORD PICTURES - ASSISTANT REFEREE**

**Preamble**: The aim of these Word Pictures is to assist the mentor in the preparation of the report, and examples are provided for "Areas for Development" and "Areas of Strength" tied directly to the Core Competencies for Entry and Basic level referees (Lev 0-3). An official can still receive a recommendation for promotion with an area for development: mentors are to use judgment and common sense when making such recommendation.

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| **L** | **Core Competencies** | **Areas for Development** | **Areas of Strength** |
| **AR**  **L**  **E**  **V**  **E**  **L**  **0**  **&**  **1** | **1. TIMING & UNIFORM**  **Consider**: time arrived before KO, suitability of uniform. | --Do not forget to be at the field at least 15 mins before KO. | - -You arrived in plenty of time for the game and your uniform was correct. |
| **2. FLAG SIGNALS**  **Consider**: accuracy of signals for TI/GK/CK/Offside, holds flag in correct hand. | - -When indicating a flag signal, hold your signal for two seconds.  -- Once the second half started, you were slightly confused as to which team was going in which direction: take a moment before each half to assess the teams' directions. | - -Your flag signals were mechanically correct.  --Your flag signals were very accurate and timely. |
| **3. POSITIONING**  **Consider**: Stay with 2LD, correct position at GK/CK/PK. | - -When indicating a goal kick or corner kick signal, you should run to the corner flag, stop, and signal.  -- When reaching the penalty area, you should side step while facing the field. | -- For the better part of the game, you faced the field while side stepping and staying with the second last defender (2LD). Well done!  - -Your positioning from stoppage of play was very good. |
| **4. FITNESS & ALERTNESS**  **Consider**: keeps up with play, recognize offside, maintain concentration on the game. | - -You have a tendency to watch play instead of your second last defender (2LD). You should concentrate your sight on the 2LD with an occasional glance on active play. | -- You kept up with play along the touch line.  -- Throughout the game, you displayed great alertness to play, and good fitness |
| **AR**  **L**  **E**  **V**  **E**  **L**  **2**  **&**  **3** | **5. TEAMWORK**  **Consider:** Eye contact with Ref, Mirror Ref Signals and Substitution signals. | -- When a goal is scored, make eye contact with the referee and when confirmed, run quickly 20-25 yards along the touch line toward the halfway line. | -- Very good discreet signal at min 17 to assist the Ref in the direction of restart: very good teamwork.  -- Good eye contact with halfway line and ref at every stoppage of play for possible subs. |
| **6. VOICE**  **Consider:** Communicate with players when appropriate. | -- Do not forget to tell the substitute player to wait at the halfway line until his teammate has left the field of play. | -- Good communication with the red player when you told her to move back 10 yards from the CK.  --Good use of your voice when blue player briefly held red player in the corner at Min 37  . |
| **7. ASSIST REF IN FOUL**  **RECOGNITION** | -- When a foul is committed near your touchline or out of the Ref's vision (Min 10 and 23), you should signal the offence with your flag. | -- Good call on the handball in the PA at Min 30: you first made eye contact with the ref who did not see the infraction, and you then signalled with your flag. |
| **8. CONFIDENCE**  **Consider:** Body language, Approach to players and coaches, | -- When you raise your flag and signal, do it with a crisp and confident manner: this will gain you the respect of the players and team officials. | -- You showed full confidence in all your decisions during the game. |
| **RECOMMENDATION** | | -- John, this was your first game, and you performed well. With some improvements mentioned above, you should progress well as an assistant referee. | -- John, an overall good performance: well done! I am recommending you for promotion to Level 1 |

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| **L** | **Core Competencies** | **Areas for Development** | **Areas of Strength** |
| **Ref**  **L**  **E**  **V**  **E**  **L**  **1** | **1. TIMING & UNIFORM**  **Consider**: time arrived before KO, suitability of uniform. Check field of play. | --Do not forget to be at the field at least 15 mins before KO. | - -You arrived in plenty of time for the game and your uniform was correct.  -- You arrived to the game well prepared. |
| **2. PRE-GAME INSTRUCTIONS**  **Consider**: instructions on substitutions, ball in/out of play, throw-in & offside are covered. | --Give your pre-game instructions to your assistants before you step on the field, and before the kick-off.  -- Do not forget to instruct your assistants on how and when substitutions will take place. | -- you gave good pre-game instructions to your assistants. |
| **3. LAWS OF THE GAME**  **Consider**: laws of the games applied correctly, restart game correctly, deals with offside offence appropriately, keeps time accurately. | -- At Min 22, players from Red team substituted during active play. Although your AR1 could have prevented the subs, you should also have informed the Red Team coach, at the next stoppage of play, that the subs must take place at a stoppage of play, and with your approval. | -- You know the Laws of the Game - at Min 17 you recognized that the ball did not leave the PA after the GK.  --You know the laws of the game: at Min 3, you correctly identified a technical foul when the Bedford goalkeeper touched the ball with her hand after being deliberately kicked to her by a team-mate. |
| **4. HAND SIGNALS**  **Consider**: signals for TI/GK/CK/PK/DFK/IFK are done correctly. | -- When indicating a goal kick , use your arm that is furthest away from your lead AR.  -- Do not forget to raise your arm above your head when indicating an IFK, and maintain the signal until the kick is taken and the ball touches another player or goes out of play. | -- Throughout the game, your hand signals were well executed. |
| **5. POSITIONING**  **Consider**: use a wide diagonal system, keep play between him/herself and lead AR, assume correct position from stoppage of play KO/TI/GK/CK/PK/FK. | -- Generally, your positioning while ball in play was good, but I would like you to widen your diagonal system of running from defending to attacking side of the field. Similarly, you should widen your positioning from CK re-start; this will allow you to have a better angle of view to active play, while keeping your lead assistant referee within your field of vision.  --- When the goalkeeper takes possession of the ball, or when there is a goal kick, reposition yourself quickly to the left of the centre circle (LOTG book p.77), and then adjust your position to make sure you are near the drop zone. | -- you made sure you stayed close to active play during counter-attacks, and you penetrated the penalty area when play developed near the goal area.  -- You moved very well during the match. You appropriately used a variety of movement techniques to give yourself the best possible angle. You were also close enough to play when needed and you did a good job of reading and anticipating the next phase of play. |
| **6. FITNESS & ALERTNESS**  **Consider**: keeps up with play, sprint when necessary to be in correct position to make right decisions, maintain concentration on the game. | -- Throughout the first half you were always too far from active play. In the second half, you showed a better work rate, but you should maintain a high stamina throughout the game.  -- You need to sprint more to keep up with active play. | -- Throughout the game, you displayed great alertness to play, and good fitness: you made sure you stayed close to active play during counter-attacks. |

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| **Ref**  **L**  **E**  **V**  **E**  **L**  **2**  **&**  **3** | **7. PRE-GAME INSTRUCTIONS**  **Consider:** In addition to item 2 above, thorough instructions include area of responsibility, discrete signals, etc... | -- During your pre-game, inform your ARs their area of responsibility for foul recognition and how you expect them to respond as a team. | -- Your pre-game instructions were thorough and did not leave any doubt as to what was expected from your assistants. |
| **8. VARIATION IN THE WHISTLE** | -- Whenever there is a quick ball in-and-out of play, you should blow your whistle to stop play. There were a few times that you could have used your whistle that would have avoided some confusion by the players.  --Use more variations in your whistle: players must be able to recognize that you're in charge of the match and that some situations warrant more control from your part. | -- You used good variations in your whistle.  -- Good strong whistle at Min 37 when Red #7 recklessly tackled the white attacker: everybody knew that you were about to issue a caution. Well done! |
| **9. VOICE**  **Consider:**  Communicate with players and coaches as appropriate | -- When you play an advantage do not forget to say "Advantage" at the same time as your "two-armed" signal. | -- You communicated with players appropriately.  -- Good use of your voice when needed. |
| **10. FOUL RECOGNITION**  **Consider:** Recognize DFK & IFK offences, penalize correctly, recognize dissent. | -- At Min17 there was a handball by the defender #4, 2 meters inside his penalty area, and about 5 meters from your position. This offense should have been signalled and a PK awarded. | -- Your foul recognition ability was very good (Min 3,14,44,53), including the penalty call at Min 20.  --Although there were very few fouls, you recognized them all (Min 35,45). |
| **11. TEAMWORK**  **Consider:** Eye contact with ARs, Acknowledge AR Signals and Substitutions. | -- Make sure you make eye contact with AR1 during stoppage of play for potential substitutions. | -- you kept eye contact with your ARs at every stoppage of play.  -- Great teamwork with AR1 during substitutions. |
| **12. CONFIDENCE**  **Consider:** Body language, Approach to players and coaches, inspire respect. | -- When you talk to players and coaches, do not bend your head and look to the ground. You should make eye contact when you address them : this will improve your credibility and inspire respect. | --You looked calm and confident which helped you gain and keep the respect of the players and team officials throughout the match. |
| **RECOMMENDATION** | | -- John, this was your first game, and you performed well. With some improvements mentioned above, you should progress well as a referee. | --John, a good overall performance. This is the first of two mentor reports required for promotion to Level 4. We will schedule another one at the first opportunity.  -- John, an overall good performance: well done! I am recommending you for promotion to Level 3. |