Improving through Feedback, Reflection and data

As referees or Assistant Referees we receive feedback on our performance in a number of ways:

What are the ways we receive feedback about our performance?	**How do you rate the reliability of this feedback or data? Highly Useful Not Useful at all** **5 4 3 2 1**	**Issues to Consider**
Instant – We make decisions all the time so we receive feedback from **players, coaches** and **spectators**		Biased, prejudiced, issue of credibility
Assessors or Inspection Reports		Integrity – Trustworthy, honest, reliability, knowledge, ability to communicate, etc
Critical Friends / Colleagues / Mentor (Referees)		Integrity – Trust, honesty, reliability, knowledge, position, etc
Critical Friends (Not Referees)		Integrity, knowledge, ability to communicate
Personal Assessment – Self Assessment / Evaluation – You generally know when you have had a good or bad game?		Internal feedback – Intrinsic motivation
Family		Issue of knowledge of the laws of the game
Media Reports – Local or daily papers		Accuracy, Reliability, Integrity, Trustworthiness,
Video Performance		Highly accurate, very reliable, etc

NOTE - We receive information and data from a number of sources
- What we do with this information is the crucial question?
- Its how we **unpack** this **data** and or **information** that is crucial – Each of us are unique and as a result our motivations are different

Factors crucial to feedback	Do I have the desire to Improve? Do I have the intrinsic motivation to succeed? ATTITUDE / GOAL Do I have a coach or mentor to seek honest feedback? Do I create the opportunity to practice what I need to improve?

CASE STUDIES – Unpacking Data

Making sense or use of this sort of data

- **Do you know how many cards you give per game?**

- **Do you know your TOP 10 'Cautionable' Offences?**

	What conclusions can we make about this data? What does it tell us about refereeing?	What Suggestions or Recommendations could we make? Opportunities for Improvement
At what time in a game do you most of your cards?		
What conclusions can we make about the types of cautions you give?		
What conclusions can we make about the Dissent Data?		

Referee Profile & Data – Proforma

Refereeing Profile at a Glance									
League	2009	%	2010	%	2011	%	2012	%	Total
Premier League Referee (U21's)									
Premier League Assistant Referee									
State One Referee (Reserves)									
State One Assistant Referee									
State Two Referee (Reserves)									
State Two Assistant Referee									
State Three Referee (Reserves)									
State Three Assistant Referee									
Provisional League Referee (Reserves)									
Provisional League Assistant Referee									
Friendly Games – Referee									
Friendly Games – Assistant Referee									
Other…									
Other…									
Other…									
Other…									
Total number of Games Officiated									
Yellow Cards									
Red Cards									
Total number of cards									
Total number of Games Refereed									
Average number of cards per game									

Updated as at 11th of June 2008

Referee Profile & Data

Time/ Minutes When Cards Are Issued 2009																				
	0 – 5	6 – 10	11 – 15	16 – 20	21 – 25	26 – 30	31 – 35	35 – 40	41 – 45	Half Time	46 – 50	51 – 55	56 – 60	61 – 65	66 – 70	71 – 75	76 – 80	81 – 85	86 – 90	TOTAL
State One																				
State Two																				
State Three																				
Provision al																				
Friendly / Cup Games – Ref.																				
Total																				

Time/ Minutes When Cards Are Issued 2010																				
	0 – 5	6 – 10	11 – 15	16 – 20	21 – 25	26 – 30	31 – 35	35 – 40	41 – 45	Half Time	46 – 50	51 – 55	56 – 60	61 – 65	66 – 70	71 – 75	76 – 80	81 – 85	86 – 90	TOTAL
State One																				
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Time/ Minutes When Cards Are Issued 2011																				
	0 – 5	6 – 10	11 – 15	16 – 20	21 – 25	26 – 30	31 – 35	35 – 40	41 – 45	Half Time	46 – 50	51 – 55	56 – 60	61 – 65	66 – 70	71 – 75	76 – 80	81 – 85	86 – 90	TOTAL
State One																				
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Total																				

Time/ Minutes When Cards Are Issued 2012																				
	0 – 5	6 – 10	11 – 15	16 – 20	21 – 25	26 – 30	31 – 35	35 – 40	41 – 45	Half Time	46 – 50	51 – 55	56 – 60	61 – 65	66 – 70	71 – 75	76 – 80	81 – 85	86 – 90	TOTAL
State One																				
State Two																				
State Three																				
Provision al																				
Friendly / Cup Games – Ref.																				
Total																				

Red Cards / Send-Offs 2009

	Guilty of serious foul play – Striking	Guilty of serious foul play – Kicking	Guilty of serious foul play – Elbowing	Spitting at an opponent or any other person	Sab. obvious goal scoring opp. – Tripping	Sab. obvious goal scoring opp. – Holding	Sab. obvious goal scoring opp. – Impeding	Sab. obvious goal scoring opp. – Handball	Guilty serious foul play – Violent tackle	Guilty serious foul play – Over the ball	Makes obscene gestures	Offensive, insulting or abusive language	Second caution for the same match	Send off not previously specified	Violent conduct	**TOTAL**
State One																
State Two																
State Three																
Provisional League																
Friendly / Cup Games – Ref.																
Total																

Red Cards / Send-Offs 2010

	Guilty of serious foul play – Striking	Guilty of serious foul play – Kicking	Guilty of serious foul play – Elbowing	Spitting at an opponent or any other person	Sab. obvious goal scoring opp. – Tripping	Sab. obvious goal scoring opp. – Holding	Sab. obvious goal scoring opp. – Impeding	Sab. obvious goal scoring opp. – Handball	Guilty serious foul play – Violent tackle	Guilty serious foul play – Over the ball	Makes obscene gestures	Offensive, insulting or abusive language	Second caution for the same match	Send off not previously specified	Violent conduct	**TOTAL**
State One																
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Total																

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State One																
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Friendly / Cup Games – Ref.																
Total																

Yellow Cards / Cautions 2009

Caution Codes	Description	State One	State Two	State Three	Provisional League	Friendly / Cup Games – Ref						
1	Late tackle											
2	Deliberate tripping											
3	Deliberate handball											
4	Foul tackle from behind											
5	Holding an opponent											
6	Deliberately impeding an opponent											
7	Heavy body charge											
8	Jumping at an opponent											
9	Dangerous tackle											
10	Pushing											
11	Elbowing											
12	Lateral sliding tackle											
13	Blatant diving											
14	Failing to retire											
15	Breaking from the wall											
16	Dissent by word											
17	Dissent – Kicking the ball away											
18	Dissent – Throwing the ball away											
19	Dissent by gestures											
20	Players running at the referee											
21	Persistently infringing the laws											
22	Standing over the ball to delay											
23	Kicking the ball away to delay											
24	Holding the ball away to delay											
25	Retaliation											
26	Making unsporting gestures											
27	Making unsporting remarks											
28	Shouting to distract an opponent											
29	Jumping to prevent a throw in											
30	Standing on an opponents foot											
31	Colleagues shoulder to head ball											
32	Entering field without permission											
33	Leaving field without permission											
34	Not leaving field for injury											
35	Feigning injury											
36	Unsporting conduct - Other											
	Total											

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Unpacking the data – Making sense or use of this sort of data

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