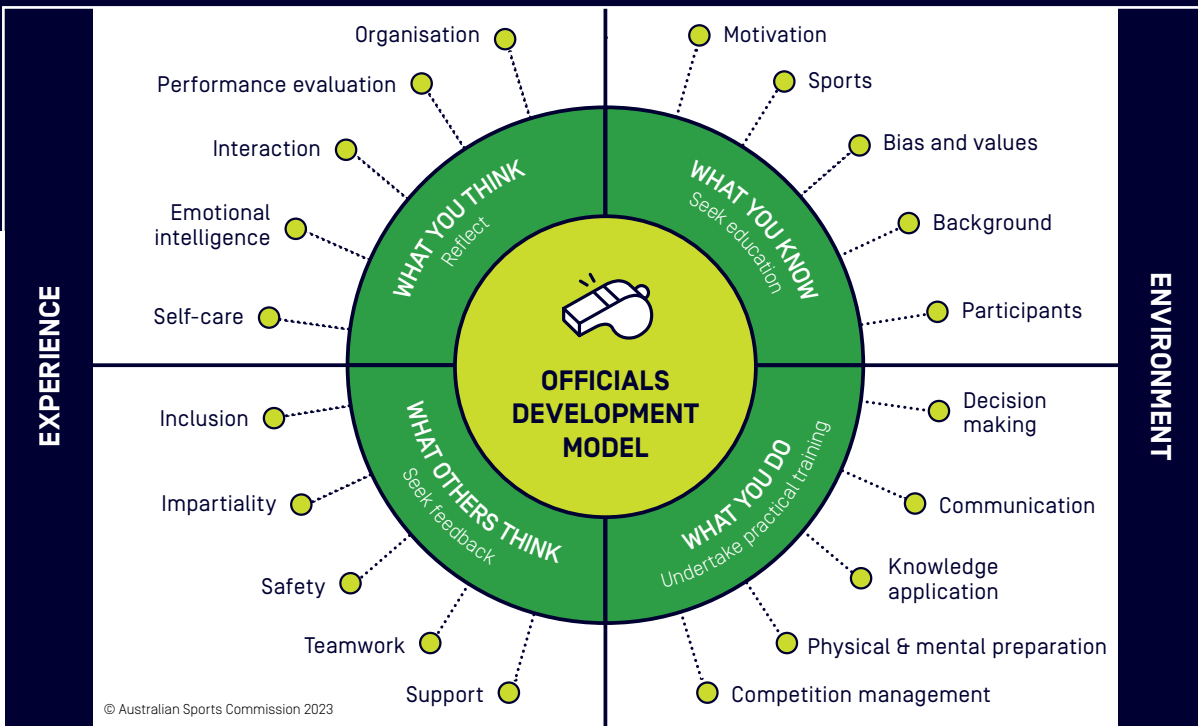




Community Officiating Officials Development Model

The Officials Development Model represents each community official's personalised growth journey. It focuses on the environment the official facilitates and the participant experience that results. As the expectations of sport and society evolve, officials need to be able to absorb and interpret new information to remain relevant and modern. Use the model to identify and improve in different areas as you continue to grow as an official.



EXPERIENCE

If you enable a fun, safe and inclusive environment, it is more likely participants will have a positive sporting experience and be intrinsically motivated to stay involved in sport.

ENVIRONMENT

This is what you facilitate as an official. It is the rapport you develop with participants, coaches and others, and how you use your knowledge and practical training to service diverse motivations.

WHAT YOU KNOW

Motivation

Understanding why participants are involved in sport informs how you facilitate the environment. Participant motivations vary and evolve, so continuously monitor through observation and interaction.

Sports

This includes understanding the rules of the sport and how to apply them, as well as what space and equipment is required. You don't need to be an expert in the sport, but you need a baseline of knowledge to officiate.

Bias and values

We all have different life experiences and values that influence how we approach things, including officiating. Be aware of your biases.

Ensure your words and actions foster a sense of belonging for all participants and that your decisions do not unfairly impact any participant or team.

Background

This includes your education, previous and current employment, personal interests, sporting and officiating experience.

Participants

It is important to understand and empathise with participants. Take time to gain insights into their backgrounds, how they interact, as well as their sporting experience, strengths, weaknesses, attitudes and goals.

WHAT YOU THINK

Organisation

Consider how organised you are for each competition. Being organised allows you to continually facilitate quality environments and in turn positive experiences for participants. Also reflect on how well you manage your time in terms of managing the flow of a competition and preparing for competition requirements to ensure the participant experience is not disrupted, delayed or prolonged unnecessarily.

Interaction

Consider how you interact with participants, coaches and other stakeholders and notice how they respond. Which interactions are most effective in helping them to have optimal competition experiences? Ensure your interactions are always positive and respectful.

Performance evaluation

Take ownership of your development, analysing your own actions, behaviours, or achievements in relation to their impact on the participant experience. Evaluate all aspects of your performance so you can learn from your mistakes and embrace continuous improvement.

Emotional intelligence

This is the ability to recognise, understand and manage your own emotions, as well as the emotions of others. Building your emotional intelligence can help you to perform at your best, build positive relationships, reduce conflict and enable optimal experiences for participants.

Self-care

Be aware and understand what your wellbeing requirements are. Make time and consider who can support you with developing your confidence and any issues you may be experiencing.

WHAT YOU DO

Decision-making

Officials make hundreds of decisions in every competition, some based on logic and some on instinct. It is important to recognise factors that can influence these decisions to ensure that the outcome is fair for all individuals and teams. Fast and accurate decision-making is also important to maintain the flow of the competition.

Physical and mental preparation

Context-specific practices aimed at enhancing physical fitness, agility and endurance, as well as mental focus can assist in making informed judgements and developing resilience to perform effectively under pressure.

Communication

How you connect and interact with participants, coaches and stakeholders through verbal and non-verbal communication has a big impact on the environment you create for participants and their engagement in the competition.

Knowledge application

This is about taking what you have learned and applying it in a real-world context. Consider your participants' level of understanding, engagement and development and consult peers and coaches when deciding how to share your knowledge.

Competition management

Officials need to show leadership and guidance to uphold integrity and facilitate safe and efficient functioning of the competition. This includes organising pre- and post-event logistics and consider the physical safety of participants.

WHAT OTHERS THINK

Inclusion

Every participant should feel as though they are welcome and have your equal attention and respect. Look for ways to make the competition experience more inclusive through language, behaviour and role modelling.

Safety

It is a basic need for participants to feel physically and psychologically safe in their sporting environments. Recognising and taking appropriate action when there is a risk the competition may be becoming unsafe, or that participants feel unsafe, is an important part of your development.

Impartiality

If participants and others perceive officials' decisions as fair and unbiased, it helps uphold the integrity of the competition. Being able to explain decisions in a calm and reasonable way is important.

Teamwork

Officials interact and collaborate with other officials, coaches and stakeholders. When participants see unified, competent teams of officials teams working together to facilitate safe and fair competitions, it instills confidence. You can foster a cohesive team environment by actively promoting open communication, collaboration, trust and respect and by providing support and encouragement.

Support

Consider what support participants need to learn, engage and enjoy the sport in competition. Strive to guide and remind participants of the rules where appropriate and speak with coaches to establish agreed terms for engagement.

Learn more about community officiating: ausport.gov.au/officiating