

Level 1 Umpire Assessment

Coaching Candidates

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September 2022



Agenda

1. What coaching is (and isn't!)
2. Coaching best practise
3. Themes and Areas
4. The Assessment
5. Q&A

What coaching is (and isn't!)

A conversation designed to help an umpire:

- Get better at self-analysis
- Explore and understand alternative strategies

It isn't:

- A judgement of performance

Different coaching styles (9+):

- Democratic: suggestion and discussion (appointed umpires)
- Autocratic: direction and instruction (team coaches)
- Developmental: identify and support (L1 candidates)



Coaching Best Practise

ALWAYS:

- Ask for self-analysis
- Give a maximum of three areas to work on
- Be respectfully honest

NEVER:

- Talk through a blow-by-blow
- Discuss in terms of right or wrong – it's about choices
- “If this was an assessment ...”



Theme:
Decision Making

Areas:

1. arriving in good time to pair radios, plan with colleague and be mentally ready
2. giving and selling decisions appropriately and effectively
3. positioning – anticipating, deciding and acting upon the best position to see, sell and support



Theme:
Flow and Timing

Areas:

1. advantage – application, communication and adjustment
2. advantage – balance between blow and flow, effective use of the self-pass rule as a better advantage
3. timing of interventions and returning to offenders where appropriate



Theme:
Game Management

Areas:

1. effective and appropriate use of the toolkit: voice, whistle, cards, body language and presence
2. empathy demonstrated towards players and bench
3. ability to keep up with the match tempo from start to end and deal with any quick breaks



Theme:
Presentation

Areas:

1. outward attitude – showing confidence without arrogance, not imposing self on the game
2. mental resilience – recovery after mistakes
3. acting as a supportive and consistent colleague in the umpiring team



Theme:

Decision Making

Areas:

1. arriving in good time to pair
radios, plan with colleague and be
mentally ready

2. giving and selling decisions
appropriately and effectively

3. positioning – anticipating,
deciding and acting upon the best
position to see, sell and support

Be prepared to:

- Offer suggestions for pre-match topics
- Talk through ‘what if’ strategies
- Get them thinking about the link between positioning and decision-making
- Get them thinking about risk vs reward

Theme:

Flow and Timing

Areas:

1. advantage – application, communication and adjustment
2. advantage – balance between blow and flow, effective use of the self-pass rule as a better advantage
3. timing of interventions and returning to offenders where appropriate

Be prepared to:

- Discuss advantage vs self pass
- Give examples of 'general good ideas' (defence!)
- Discuss the importance of communication (arms and voice)



Theme:

Game Management

Areas:

1. effective and appropriate use of the toolkit: voice, whistle, cards, body language and presence
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Be prepared to:

- Talk through toolkit and options with each – give examples
- Give examples of context for decision-making
- Give tips for keeping concentration

Theme:
Presentation

Areas:

1. outward attitude – showing confidence without arrogance, not imposing self on the game
2. mental resilience – recovery after mistakes
3. acting as a supportive and consistent colleague in the umpiring team

Be prepared to:

- Talk through the umpire's role (facilitator)
- Give examples of how to recover after a mistake
- Give tips for maintaining consistency
- Discuss 'what if' strategies



The Assessment

Preparation and Appearance	Score	Action Points
Arrived in sufficient time to prepare appropriately	5	
Was wearing the appropriate clothing	5	
Had all the necessary equipment	5	
Carried out relevant pre match checks	5	
Decision making	Score	Action Points
Made accurate decisions	5	
Made timely decisions	5	
Played effective advantage	5	
Helped maintain the flow of the game	5	
Communication	Score	Action Points
Used preventative statements to help players not to offend	5	
Displayed positive body language	5	
Communicated clearly with whistle tone the severity of offences	5	
Communicated clearly with signals the nature of decisions	5	
Communicated clearly with voice the reasons for decisions	5	
Management and Control	Score	Action Points
Worked effectively with umpire colleague	5	
Recognised and dealt effectively with player frustration and dissent	5	
Helped the players enjoy the match	5	
Used team and individual warnings appropriately	5	
Attitude	Score	Action Points
Was honest with players if a mistake was made	5	
Displayed evidence of having enjoyed the umpiring experience	5	
Related effectively and empathetically to captains, players and coaches	5	
Total score	100	



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SOUTH CENTRAL
HOCKEY

Q&A