

## Mentoring

75-80% of the decisions we make as referees are easy; however, there is still that 20-25% that is uncertain. It is in those uncertainties where YOUR guidance is needed.

The job description of a mentor is to coach, train, discuss and council the less experienced referees. Focus on the following areas: presence on the field, pre-game with their assistant referees, positioning on the field, different tones of their whistles, eye contact with their AR's, difference between fouls and, most importantly, confidence.

We all know without confidence on the field, you can lose control of the teams, coaches and parents in an instant. Confidence comes with experience and constructive criticism. This is what novice referees hope to learn from us.

Think about when you became a referee. Did you have a mentor? What were the values that your mentor instilled in you and your referee style? What were the different ways you were taught to do something better than you had done previously.

**ASSESSMENT:** When meeting with your mentee, talk to him. Find out how many years he has been involved in the game of soccer. Find out how many years he has been refereeing. Find out what situations he is unsure about while on the field.

**GOALS:** Think about what goals you had when you first started refereeing. Always make sure to ask your new referees about their goals. What are the three things that they want to work on for this game?

**REFLECTION:** When the game is over, is your mentee willing to reflect on his performance(s) with a desire to get better every match? Is he open to constructive criticism that will help him to become a better referee? Is he challenged enough on the field? Is he capable of controlling a more difficult match? Help him build that confidence.

As a mentor, your role is to assess and listen to the needs of your mentee and to help them create realistic goals for success on the soccer field. The support and guidance you provide will help each mentee learn how to reflect upon his own actions to become a better referee.

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## Respect to be Respected