

MRHUA

What does 'Good' look like?

At our recent (October 2018) member's meeting, John Litchfield lead a discussion on the above question.

The meeting was split into four groups. Each had to discuss one of the questions below and then to provide ten answers, ranked in order of importance

1. What does 'Good' look like from the players perspective?
2. What does 'Good' look like from your colleague's point of view?
3. What does 'Good' look like when you (the umpire) are being coached?
4. What does 'Good' look like when you (the umpire) are being Assessed?

The outcomes of the discussions are set out below:-

**What does “GOOD” Look Like – From a PLAYER’S point of view?
Or the “GOOD” things the players look for from an Umpire.**

CONCLUSIONS FROM GROUP 1

CONSISTENCY

FLOW AND WHISTLE TIMING

**RECOGNITION OF
WHAT THE
PLAYERS ARE
TRYING TO DO**

**MANAGEMENT OF
THE GAME**

Rating	
1	Professionalism. Appearance - Warm-up - Physically fit.
2	Mobile enough to keep up with the game. Good proximity to decisions
3	Knowledge and interpretation of the rules. Quality of decisions.
4	Consistency.
5	Approachability. Provides answers to questions politely couched.
6	Management of the Game. Control and Safety.
7	Humility and Empathy. Honest and Fair.
8	Common sense.
9	Reading the game. Tactics and Skills.
10	Recognition of what the players are trying to do.
Others	
	Teamwork and co-operation from the umpire team.
	Prepared to admit mistakes.
	Flow and Whistle Timing.
	Calm demeanour.

What does “GOOD” Look Like – From an UMPIRE COLLEAGUE’S point of view?
 Or the “GOOD” things you look for from your umpire colleagues.

CONCLUSIONS FROM GROUP 2

**BE PART
 OF THE
 TEAM**

**SUPPORTIVE
 POSITIONING**

**EFFICIENT USE
 OF THE RADIO**

GIVE HELP WHEN YOU NEED IT

Rating	
1	Trust between you both
2	Works to provide great teamwork
3	Shares and contributes to the Pre-match Preparation
4	Consistency between the pairing
5	Consensus of approach
6	Good clear communication with good voice management - VAPER
7	Positivity
8	Supportive. Recognises my potential difficulties and offers help if requested
9	Provides good quality of decisions.
10	Efficient use of the radios.
Others	
	Responsive to help from me
	Is able to umpire to the plan
	Does not talk too much
	Provides the maximum information in the minimum of words
	Reacts to intensity changes from the players
	Recognition of what the players are trying to do

What does “GOOD” Look Like – When you are being COACHED?

Or the “GOOD” things an umpire looks for from a Coach.

CONCLUSIONS FROM GROUP 3

*COACH WHO CAN
MOTIVATE*

*SOLUTIONS TO
BE TAILORED
TO THE UMPIRE*

COACH THAT LISTENS

*EVERY COMMENT BEING
SUPPORTED BY A
SOLUTION*

Rating	
1	Trustworthy and provides honest feedback with constructive solutions
2	Non-judgemental
3	Good balance between Pluses & Minuses
4	Awareness of current level and knowledge of what is required at next league up.
5	Listening skill
6	Asks open questions
7	Is a good motivator
8	Is aware of the stage of the umpire’s career and ambitions
9	Solution focused. Tailored to the umpire.
10	Provides written reports that reflect what was said in Post Match Discussion
Others	
	Provides suggestions for me to find and reach my potential level
	Is approachable
	Explains what skills I need to work on and how to do that

What does “GOOD” Look Like – When you are being ASSESSED?

Or the “GOOD” things an umpire looks for from an Assessor.

CONCLUSIONS FROM GROUP 4

**OVERALL
PERFORMANCE
JUDGEMENT**

GOOD MOTIVATOR

**BE OPEN AND FAIR
WITH MARKS**

**WHAT DOES THE
UMPIRE NEED TO
WORK ON?**

Rating	
1	To be a good Man Manager
2	To be Open and Fair – non-judgemental
3	A good communicator
4	To have mutual respect for the umpires
5	A good judge of Overall Performance
6	Offers a good balance between Strengths and Areas to Work on
7	Is positive and encourages the umpire to Self-evaluate
8	Supports and encourages consistency
9	Is a good judge of body language
10	Provides written reports that reflect what was said in Post Match Discussion
Others	Judges on this match – not on previous experience
	Gives honest opinions and may suggest solutions
	Knowledgeable about the game and the next level up
	Identifies issues
	Provides objective telling feed back
	Approachable