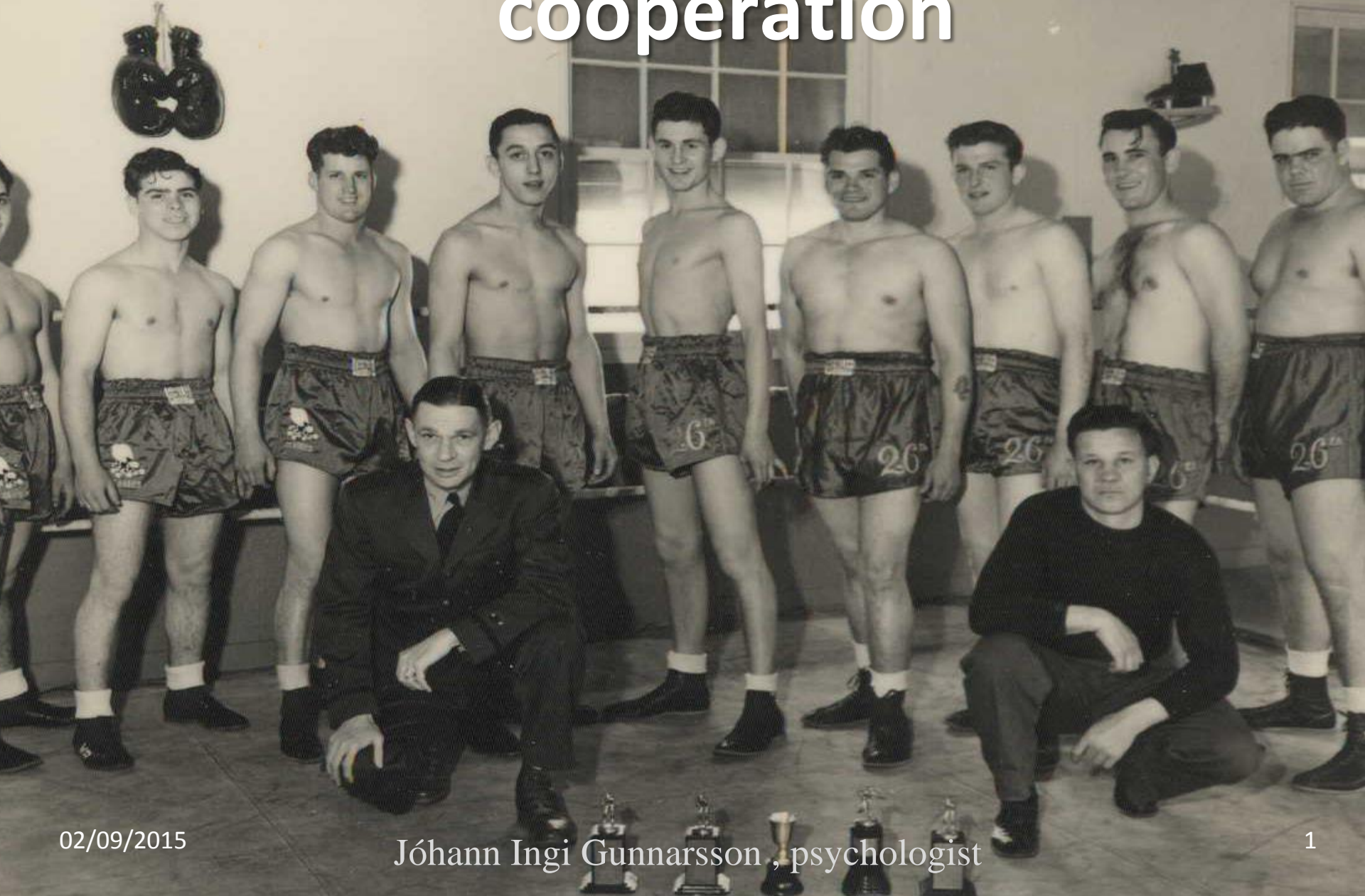
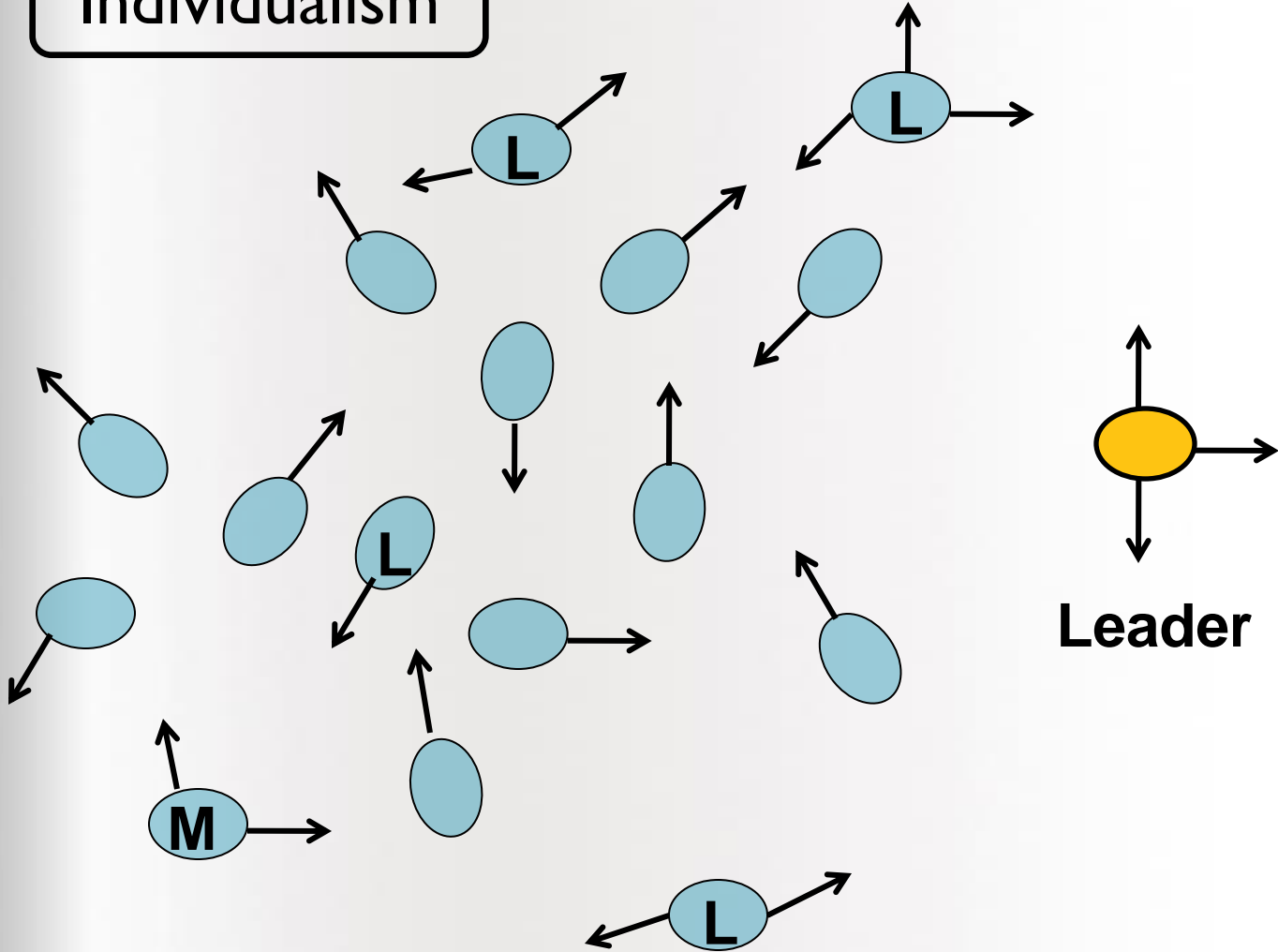


Assertive and confident cooperation

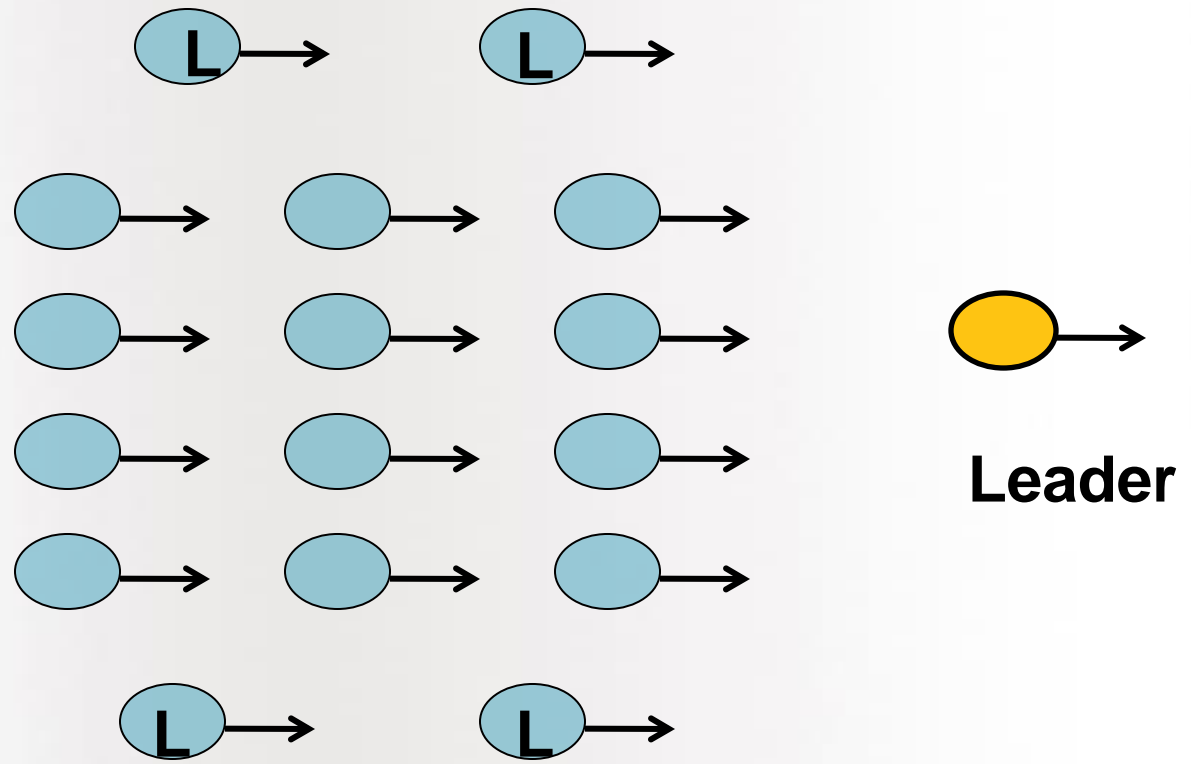


Individualism



Unity is very important

Team



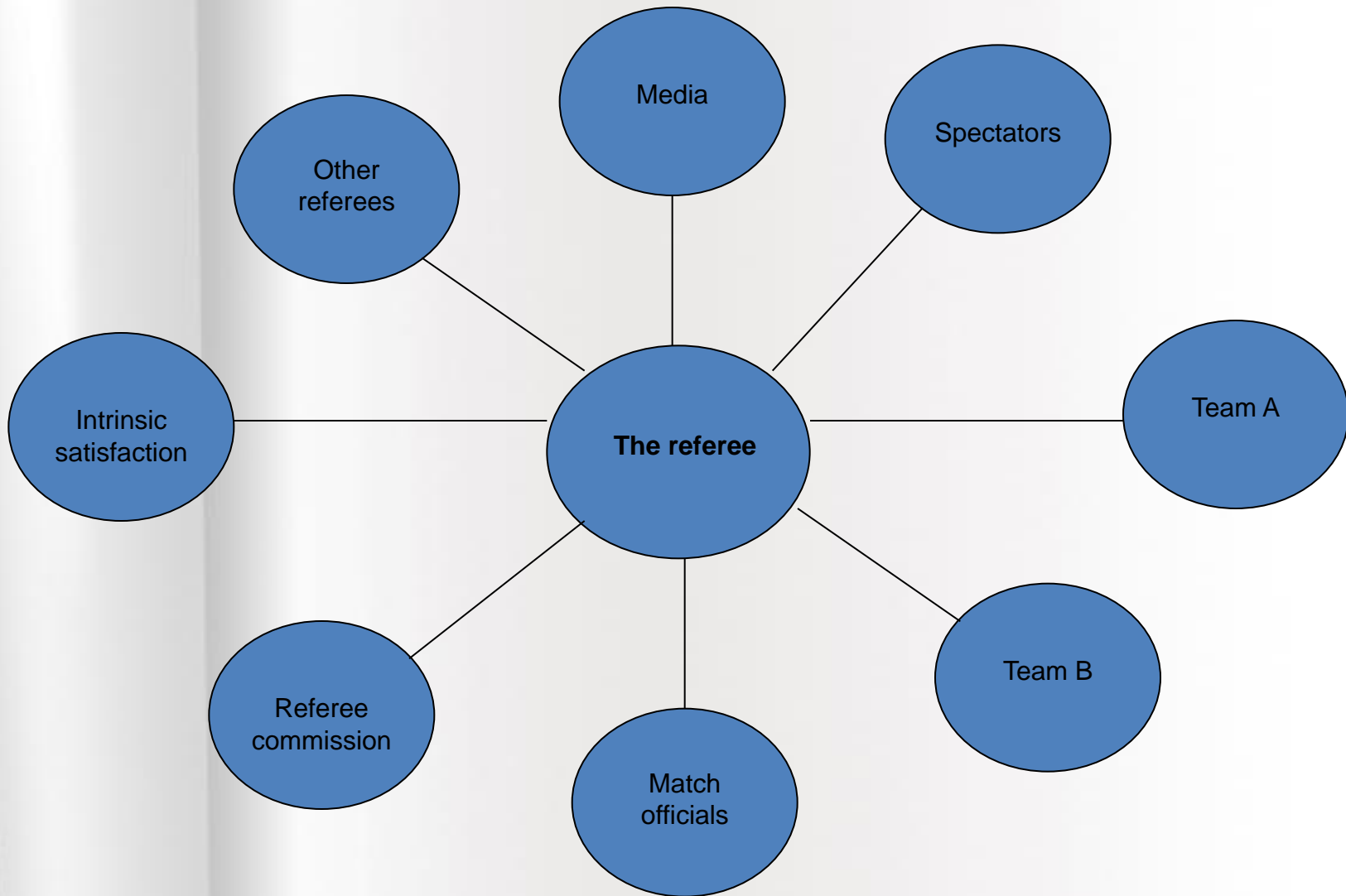
Two are better than one if they work as one!

Referees and delegates as one team

The unified whole is different from the sum of the parts.



Performance evaluation



Assertiveness

- Respect for the person being spoken to
- Active listening
- / messages
- Knowing how to praise and motivate
- Responding constructively to mistakes
- Ability to make decisions

Building confidence

- Confidence does not happen by chance
- Choose confidence
- Do I place more emphasis on positive or negative thoughts?
- Do I have the ability to take advantage of good advice and criticism?
- Control the controllables

What you practice you become!



Assignment

- A. What has been working best in your cooperation so far?

- B. How can we improve it even further before the tournament in Poland?

Members of trusting teams

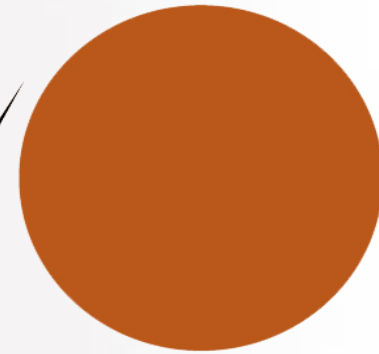
- Admit weaknesses and mistakes
- Ask for help
- Offer feedback and assistance freely
- Solve real problems quickly
- Put critical topics on the table for discussion

Advice to referee commission members

- Handle criticism professionally
- The 3 step model
- What message do we send to the referees?
- Give constructive feedback (+ - +)
- Let the emotions settle after a game before giving feedback (not straight after the game)



**Attack
the issue
(not the person)**



Conflict

- Conflict is an unavoidable part of sports and life
- Conflict can be useful – focus on finding the opportunities in it
- Working through conflict is an important step towards excellence
- Conflict needs to be managed

Conflict management

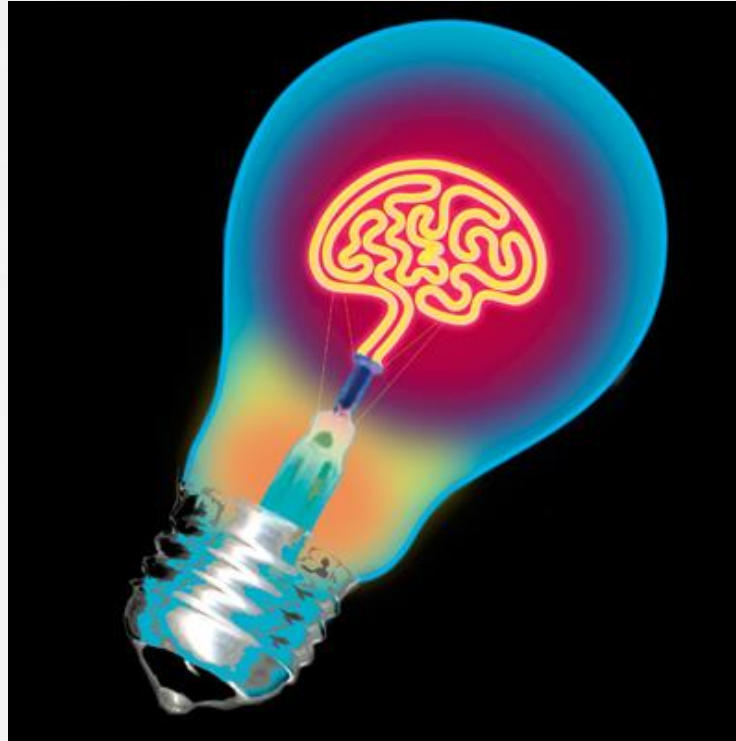
We choose to stick together

...or to fall apart

Having fun helps!



I'm responsible for my own mindset!



- Is my light on?

Self evaluation



Holding each other accountable

- Rule nr. 1: I start by looking at myself
- Responsibility: Individually and collectively

