



EUROPEAN HANDBALL FEDERATION

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Presents

2005 EHF Referees' & Delegates' Convention

team SPORT
BUILDING
PERFORMANCE



Education and Further Training of Refs/Dels in the future

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Each training concept needs a **PROFILE OF REQUIREMENTS** as a base, which refers back to the **FUNDAMENTAL COMPETENCES** , from which **TRAINING FOCUS POINTS** can be derived.



The **REFEREE** of a publicly produced sport is the
INCARNATION of a **PERSONNEL UNION** **MADE**
UP OF THE Steering
Force/Leader/Mediator/Police Officer and
Judge!



THE REFEREES ROLE IS SHAPED BY FUNCTIONAL PARADOX!!

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**A theoretical action analysis of the tasks of
referee should to help to name his main
competences.**

**The task of the referee is to make the sporting
match possible!**

He has to keep the game going!



THREE BASAL COMPETENCES

1. The perception (and cognitive process) competence
2. The communicative competence
3. The action competence (.... we could summarise 2 & 3 under the term of the "social interaction competence")



FURTHER PSYCHOLOGICAL ABILITIES:

- Concentration ability
- Reactivity
- Ability of intuitive decision! (Spontaneity)
- Analysis ability
- Dealing with frustration
- Coping with ambiguity
- Ability to empathize



CONCRETE CONTENTS:

- Relevant aspects of the perception psychology
- Guidance in the training of the ability to concentrate
- A first briefing in techniques of relaxation and balance
- Teaching basis techniques of “mental-training”
- A communication- and interaction-training



**A referee who thinks that he can simply
replace social skills with a repertoire of
“tricks” is going to fail!**



The development of these psychological abilities is bound to the person of the referee, it develops in the person and at the same time with the person – as a constant reciprocal effect.



**Only the referee who goes through this
development will have a genuine authority!**



**We should demand a guidance for self-
experience in particular to an analysis of
individual motives!**



EVALUATION has “mutated” to a dangerous
threat to many areas of life! The point of
EVALUATING gets lost, if **VALUATION** of a
performance is perverted to **DE-
VALUATION!**



**After all – it is AUTHENTICITY which
characterizes a really good referee!**