



EVALUATION OF PERFORMANCE

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let us have...



a good time...



valuation of performance



- Interactive
 - Never monolog
- Seperate room
 - To fint a good moment and place for talking
- Talk with, not to
- Conversation is more important than personal score
 - Monolog, interest on points





- Be an active listener
 - Be a good listener
- Be an active participant
 - Encourage others to talk about themselves
- Share your wisdom with others
 - Respect the view of others
- You can learn from others
 - We can learn and continue to improve
- Respect different point of views
 - Speak about the differences objective





- Stick to the case
- Limit yourself
 - Be fair and do not lose temper
 - Self control
- Ask questions
- Be active when working together in groups
- Be honest with yourself and others





Means that the conversation contains what the referee and observer wants to talk about

- Positive and negative remarks

Means that every conversation is planned

- We are coach of the referees

- Meaning of coaching



Prepared



Means that the referee and the observer has time to plan what they want to talk about

- Fair atmosphere we are not teachers, we are partner

Conversation between referees and observer is not a one-time event, it must be seen into perspective

Correct feed back right referees for different games



Personal and confidential



The conversation is personal and confidential

For being successfull, the conversation must take place in a room without interruption



Equality



The conversation must be on terms of both parties, where they have equal respect for each other as human beings, no matter if their positions are different



Content and condition of the conversation



The main point is the referees personal development and their development as referees

The conversation is a tool which can be used to analyse, plan and control relations around the referees actions in a match situation The referee must be able to express own ideas, thoughts, wishes and goals

The observer has the possibility to express what is wanted and expected from the referees

Be friendly

Guide the others towards positive reaction

If you are wrong – Admit it

Main purpose



of the observer and the referee can use
reach the goal

We can learn and continue to improve

Improved of yourself

Development of the referees

the conversation is meant for the referee

and not for the observer to share all his
knowledge



Constructive conversation



Be motivating for the referee

- Understand the needs of others

Motivation is probably the key to progress





Keep an eye on the image of handball
and the EHF

Good luck !

