



PROFILE / DEFINITION / EXPECTATION - REFEREE PERFORMANCE



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Both the referees and the delegate/observer must prepare for the task:

A. **OBSERVING WHAT HAPPENS**

Physical preparation

Adequately trained for stamina/endurance
Agility for movements as referee
Attitude of 'begin on your toes' / 'Hustle'

Mental preparation

- Reaction ability, alertness
- Concentration skills
- Observation skills
- Ability to shift focus (narrow/board)
- Ability to anticipate (combine what happens now with sensing what will happen next)

Tactical preparation – Knowing the 'trouble spots' for different systems/situations

6:0 defence
5:1 defence
3:2:1 offensive defence
'Half court pressure'
5 against 6
Counterattack
Etc.



Situational awareness – specific game/court situations

- Pivot vs. defender
- Wing situations – who causes contact ?
- **Defending inside 6m vs. offensive foul**
- Penetrating between defenders
- Defender vs. jump shooter
- **Legal/Faulty blocking - Stop the flow with holding/blocking player with Ball Etc.**

Positioning/Movements

- Basic position as goal line referee
- Basic position as backcourt referee
- Moving into 9-meter line
- Moving towards side to get angle
- Adaptation to aggressive defence, one/one or half-court pressure
- Return run when change in possession
- Return run for counterattack
- From goal-line to court after goal scored
- From goal-line to court after turnover

Teamwork

- Diagonal system
- Basic work distribution
- Court coverage
- Modification because of defence (or attack) system
- Back up the partner in certain pre-agreed situations
- Back up partner on 'ad hoc' basis



B. DECISION – MAKING

Rule knowledge

Theoretical knowledge

Practical application

Fundamental principles (equal treatment def/off, prevent vs. punish etc.)

Advantage concept

- Continuity, unnecessary whistles – flow in the game
- Timing (not too early, not too late)
- 7-m situations (full chance but not double chance)
- Punish afterwards

Action – Reaction

- Have complete picture
- What/who happened first, who reacted ?
- Use clues - if not seeing everything
- Judging from the impact/effect

Control – Prevention

- Thermostat concept – sensing temperature in early stage
- Systematic build-up, but deviate when necessary
- Identify players who need to be monitored (matchspoiler)
- Red Card instinct



Leadership

- Philosophy (depending on game – spirit of the rules vs. letter of the law)
- Situational leadership (not act like a robot, understand what a situation needs)
- Evaluate (*use*) positive influence
- Consistency by recognizing similar situations and circumstances
- Avoid ‘compensation’

Confidence and integrity

- Avoid anxiety (not worry about mistakes)
- Handle doubts and ambiguity – be bold
- Accept (and thrive on) responsibility
- Resist pressure

Judging player actions

- Awareness of human nature/instincts
- Understand intentions
- Cross-cultural awareness
- Deal with ‘theatre’
- Deal with ‘provocations’

Dealing with protests, unsportsmanlike conduct

- Appreciation for spontaneous reactions
- Dealing with intentional tactics
- What is never acceptable
- The right moment
- The right method



Handling passive play

- Understanding principles, the flow in the play
- Understanding team tactics (when to watch out in particular)
- Delays of throws
- Time until forewarning
- Mechanics of forewarning
- Time after forewarning, the right moment

Steps and other technical faults

Develop instincts to judge correctly
When and how does it happen
Concentration
Borderline cases

Rule 15, discipline and tactics

- Basic principles – unfair advantage vs. bureaucracy
- Understand difference: before vs. during, after whistle vs. without whistle
- Difficulties related to throw-off
- Difficulties related to free-throw
- Alertness: correct before, not after
- Referee tactics: using dead-ball situations smartly

Teamwork

- Basic work distribution
- At 6 metre – handing over situation
- Knowing when to back partner up
- Contact (eye, signals, talking)



C. “SELLING” THE DECISION (CONVINCING)

Decisiveness

- Clear decisions
- Steady rhythm
- Consistent timing
- Recognize when there is doubt – compensate

Composure – control

- Calm appearance
- Self-awareness
- Exuding confidence, not anxiety
- Avoid theatrics

Managing relations

- Gain respect from the first moment – show respect
- Physical appearance
- Approachability
- Show empathy, be service-minded

Talking, listening

- Knowing when and how much
- How you say it: volume/pitch/speed, choice of words
- Body language

Hand signals

- Know the official ones – and when/how
- Direction is priority
- ‘Homemade’ signals – no

Whistle

- Crisp and clear, no concerts
- With conviction, and be in the right position
- But adapt to each situation – “ also a blind person...”



Teamwork

Know who has the lead in each situation (who whistles, signals first)

Normally one is enough, but have an agreement when/how to back each other up

Avoid different opinions, but know how to handle it when it happens

