



That's a claim...

- The *"trouble"* with the referees is that they know the rules....

- **But they don't know the game..**
- *"one of the trainers"*



What does a referee find most difficult:

- **Obstacles, things do not work**

- an obstacle is an opportunity

- **Being surrounded by negative attitudes**

(before, during and after the match from delegate, teams, spectators)

Social isolation

No support before and after the matches from delegate

- Keep focus in uneven matches
- Negative report from delegate - *without a dialogue - **WHY!***

- **Delegate must give the referee**
- Self-confidence
- Use pep-talk
- Expect the unexpected
- Establish the right mindset - "Choose a positive mindset"



If this is a fact...

- *From some referee I have heard, that some delegate only are VIP persons, show behaviour like tourists.*
- **No talk with referee before the match and no evaluation after - only following the home team agenda, being tourists.**

•NOT CORRECT!

- **No social contact after the match, no evaluation, small talk, only the result – and then good bye..**
- **The referees know nothing about their performance, no small hint to improve, ...nothing.**

We have
to be
better delegates



Regarding the new report it is important that the delegate -

- **Talk** with the referees from the first contact,
 - Assure them that they are a team.
 - That you give them full possibility for concentration and preparation for the match
 - Talk about the coming task
- **Talk about their strong – and less strong side.**
 - **Talk about what you expect from them in the coming match**
 - **Request – not demand**