

## Giving written feedback to referees

The goal of giving written feedback to referees who you are mentoring is to give him or her the most important skills they can work on as well as reinforcing the skills he or she already has developed.

To the best of the mentor's ability (and when appropriate), positive and constructive written feedback should have the following qualities:

- Specific-focus on specific skills rather than making broad statements
  - i.e. "explode to the net when you are stopping play" is more specific than "you need to work harder"
- Provide an in-game example for the referee to consider
  - i.e. "you demonstrated great at-the net positioning when you waved-off the goal in the second period."
- Sufficient detail such that the referee can imagine the situation in his or her mind.
  - Here is an example and giving a little bit of detail → *"He learned quickly and showed more and more confidence as the game progressed. He was able to learn from example how being in the correct position can help make calls easier"*
  - Here is the same example that includes specific and in-game examples to ensure sufficient detail → *"Later in the game you demonstrated confidence by having crisper hand signals, getting to the net faster and blowing your whistle with authority. you position got better later in the game and you demonstrated that you could better call a goal if you were close to the net rather than in the corner."*