



## **Part 2: Does level of experience change why officials think others quit?**

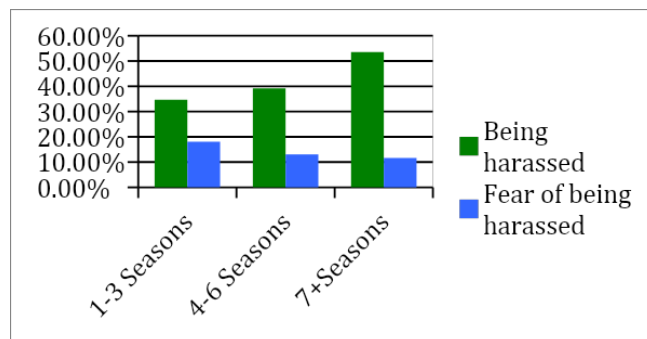
This is part 2 of a 2 part-series looking at why officials think other officials quit. In this current article, the data was separated into three groups of respondents based on number of years of experience: 1-3 years, 4-6 years, and 7+ years. The goal is to examine if level of experience effects the opinion of why officials quit.

### **Reasons why young officials quit**

The first question (What are the reasons that young officials quit?) revealed that there was no one reason that was the most selected regardless of number of years of experience.

The second question was “What is the #1 reason why young officials quit?” This question clearly identified “being harassed” or “fear of being harassed” as the main reasons that young officials quit regardless of the level of experience of the person responding.

Interestingly, there was a clear interaction between experience and the effect of fear or actually being harassed. Take a look at the chart to the right. As officials gain experience, they are more likely to believe that young officials quit because of “being harassed” (the green bars increase). However, those same experienced officials also believe that ‘fear of being harassed’ will play a lesser role in making young officials quit (blue bars decrease).



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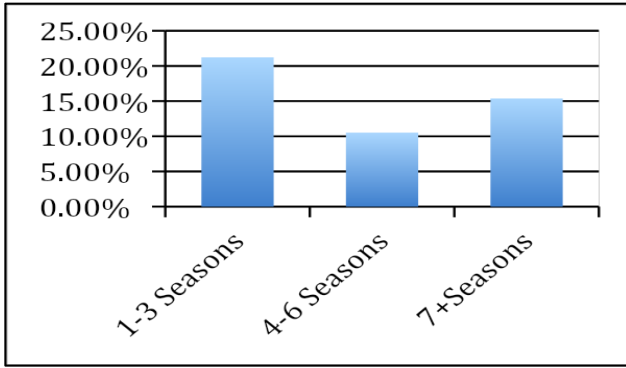
### **Reasons why experienced officials quit**

When asked to select the reasons for why experienced officials quit, all groups regardless of experience level select a range of reasons rather than a specific reason.

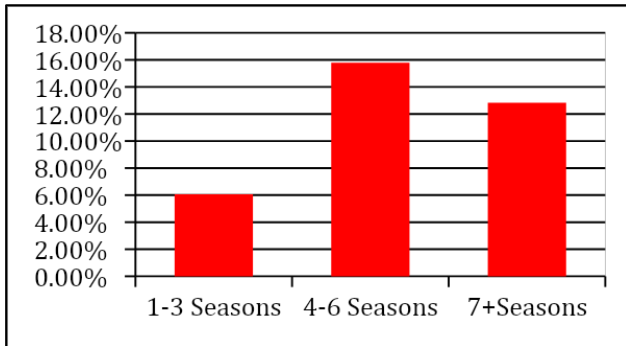
However, when asked “What is the #1 reason why experienced officials quit?” Officials with 7+ years of experience were significantly more likely to select “finding other activities to do” (25.57%) as a reason experienced officials quit than when all the data was grouped together (15.52%) suggesting that “other activities to do” is a very important reason why experienced officials quit.

### **What is the most likely reason you would quit?**

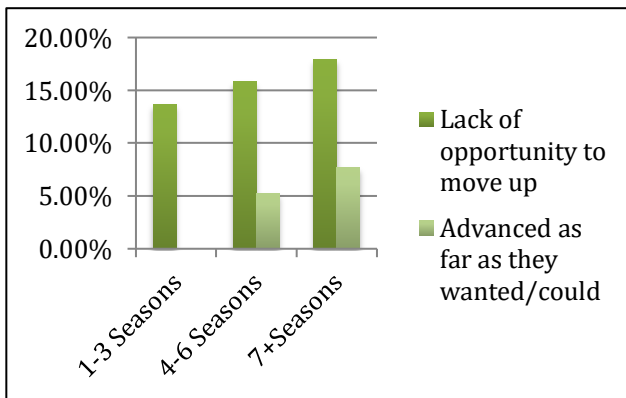
The final question asked in this survey was “the most likely reason YOU would quit?” Here are 4 graphs (and an explanation for each) of 4 interesting outcomes:



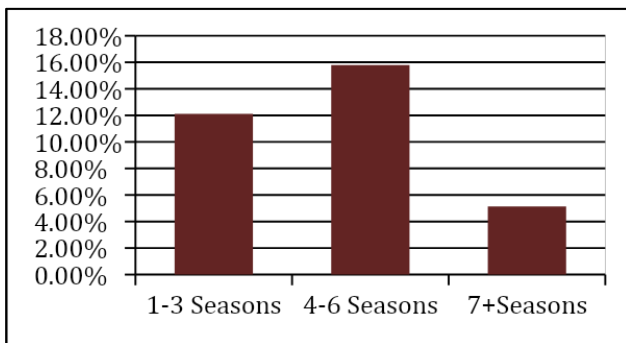
a) Young officials are more likely than officials with 4+ years of experience to say they will quit due to “being harassed” (Blue Graph)



b) Officials with 4+ years of experience say they are more likely to quit due to “amount officials are paid” (Red Graph).



c) More experienced officials are more likely to say they will quit due to not moving up but do not believe that they will quit because they “moved up as far as they could/wanted to” (Green Graph).



d) Officials with 1-6 years of experience identify “A new job” as the reason they would quit more frequently than officials with 7+ seasons (Brown Graph).

### Conclusions

- Regardless of experience, officials identify many reasons for quitting.
- More experienced officials are more likely than young officials to believe “being harassed” is the #1 reason young officials quit and young officials think they, themselves, will quit due to “being harassed”.

- Officials with 7+ years were more likely than the entire group to say they would quit because they found another activity.

#### What this tells us

- Harassment is viewed as a very important factor in why officials think other officials quit, but it is not the only factor and it cannot be viewed as independent from the other reasons officials may quit.
- Referee administrators (who will usually have 7+ years of experience) should be aware that they view the reasons for quitting differently from the less experienced officials as they create strategies to support officials.

#### Future Research

Both part 1 & 2 used a sample of people who were current and active officials. The next survey needs to reach out to officials who have quit and explore why they quit.