



Welcome to this ninety-ninth edition of “**The Referee**”, the newsletter for all NSW State League Football Referees. This newsletter will enable our branch to communicate directly with our members and will cover issues and areas of interest to all referees. We wish to ensure that all information, educational resources and opportunities that our branch provides for referees finds its way to those who are likely to benefit most – and that’s you!



**Happy New Year to All
NSWSLFR Members and
Referees Worldwide**



To do for NSWSLFR members in January 2022:

1. [Register for the branch for 2022](#)
2. [Review the 2021/22 LOTG changes](#)
3. [Make yourself available for trial matches on Horizon WebRef](#)
4. Training 2022 – Starts from Tuesday 10th January 2022 – Venue: Potts Park, Yagoona. QR code at venue.
5. Register for the seminar: Sunday 13th February 2022 – Referee – link available shortly.

The Power of Personal Leadership when Refereeing.

Personal leadership is a very important skill for referees to develop if you wish to fulfil your potential. It looks closely at taking control of your future by reviewing how you want to officiate. Sadly, this is a quality that many referees do not see as important and, as a result, it can have a big impact on referee retention levels.

In my work with referees, developing their resilience, part of my role is to seek to improve their personal leadership skills.

What is Personal Leadership?

The way I define personal leadership in officiating is “to referee how you want to referee.”

The emphasis in personal leadership in this case is on the word ***“want.”*** Many referees go about their officiating without recognising how they want to referee. Officials have the opportunity to take the lead and develop their interpersonal skills and resilience if they choose to make their personal development a priority. Taking personal leadership can help referees formulate long term goals for their future in the game. You can define where you want to be and take action to get from A to B. It’s about making yourself a priority. Because when you invest in your personal leadership you give yourself the best chance of becoming the best version of yourself as an official.

Personal Leadership Strategies

Many referees juggle full-time jobs with refereeing and mention that they feel overworked and overwhelmed on occasions. They feel like they never have time to take a step back to consider their own needs or ambitions. They discuss, ***“I try and try, but.....and I never seem to get the recognition that I want.”***

Others are what I call the overachievers, those who have big dreams and are hugely motivated to go after them. But despite the fact that they are driven and hardworking, they’re not always working on the things that help them achieve the aims, quickly. In either case, whether they’re overstressed or overstretched, what they need most to get to a sense of productivity and wellbeing is to practice personal leadership. They may be ready for that immediately, too. Each referee has a different path to personal leadership. They need to start from wherever they are right now.

Here are the first three steps.

Step 1: Embrace Both/And

For referees, making time for personal leadership opens them up to new possibilities. They may not see them initially, when they’re working furiously and juggling day-to-day pressures. But they can have all the things they want: a successful career on and off the pitch, good health, quality time with their families, hobbies, travel. It doesn’t have to be an either/or situation; it can be both/and. As a way of beginning an official’s personal leadership practice, open up to the possibility that referees can both manage the situation they’re currently in and also lead their way to a more powerful future.

Step 2: Reflect Before Acting

I strongly believe in taking the time to reflect and plan before taking actions. Reflection is a simple tool. It’s like meditation in that it’s easy to understand but requires practice. When a referee’s mind is open to new possibilities, then they can sit quietly with their thoughts and a notebook, and ask themselves: What’s working? What’s not working? What do I want to change?

Step 3: Get Clear

With a clear both/and mindset and an opportunity for reflection, referees can move forward to get clarity on their vision. If I had to refine personal leadership down to one question, it would be: What do you want?

You can break this down even further into: What do you want out of officiating? What do you want out of your current job? What do you want out of life overall? Referees need to find clarity on this so they can focus their priorities. They need to be able to see it and say it. Research shows that just writing down goals makes it more likely that they'll be achieved.

I often think of a story I heard about woman who participated in a leadership development program. She was a top-performing salesperson, and her company wanted to help nurture and grow her career, but she was burnt out. At the time, her favourite saying was, "I'm 58 years old. How soon can I retire?" But as she started to clarify her vision, priorities and goals, she realised why she was exhausted. She was working non-stop and neglecting a lot of the things that were important to her. When she paused to reflect, she defined what she wanted out of life. She wanted to feel rested, healthy and happy again. She wanted to spend time with her husband and her kids, who were getting older. And she wanted to be one of the top salespeople in her company, along with the compensation that came with that position.

By gaining clarity, she was able to see a new path forward. She didn't have to choose just one priority and ignore the rest. She learned to leverage her strengths, align her actions with her values and build a supportive team around her to maximise her time and focus on all of her goals. This process gave her the momentum she needed; after completing the program, she was honoured as one of the top 3% of salespeople in her company. Now she says, "I'm only 58 years old. Why would I retire?"

This is a great example of is the power of personal leadership. It can help referees discover what they truly want and allows them to give credit to themselves, so they can experience the fullness of their potential, that is, so they, too, can achieve what they want to achieve, and lead the lives they want to live.

Modified and adapted from an article in The Third Team Blog by Nathan Sherratt

Reacting to Poor Performances Out in The Middle.

How do you process a very poor performance? How do you move on from a performance that is so disappointing that you want to leave the field of play as fast as possible?

Every referee can point to that one awful performance they would want to remove from their career. Many officials reach out to ask how they can move forward after such poor performances. A terrible performance on matchday can leave you feeling emotionally and mentally defeated. You may begin to lose confidence in your refereeing ability and feel so embarrassed or nervous to face your coach and/or manager that you don't want to even show up to training meetings or a post-match debrief.

The bad performance itself is not the problem. As stated before, even the best officials in the world have days nothing they try comes off for them. The problem is when the bad performance becomes repetitive in your head. Replaying and reliving bad performances evokes a powerful negative emotional response that can create a performance rut that is difficult to get yourself out of. If you allow a bad performance to overawe your mindset, it will affect your future performances. You will feel stuck, anxious and fearful that you will repeat this performance over and over.

Player's Perspective

"Disastrous" is how Women's Tennis Association player Sofia Kenin described her 6-0, 6-0 loss to Victoria Azarenka at the 2020 Italian Open. Kenin was ranked No. 3 in the world before being whitewashed by Azarenka. "We came to Paris and I had a week or so to practice, to get used to the clay. I just tried to not think about that match. That match I'm never going to watch." – Sofia Kenin, Women's Tennis Association player.

A lot of referees struggle to shed the memories of bad performances. But if you continue to relive the bad experience, it only makes it harder to forget.

Re-watching your internal film of a bad performance causes the ending stick in your mind and makes it feel impossible to move forward. What you choose to watch over and over, you expect to repeat. When you replay negative performances, the likelihood is that you will continue to have additional poor performances.

How do you put horrible performances behind you? Change the channel, watch something else, tune into or focus on something that leads to better results.

Visualisation

Visualisation is an effective strategy to turn the channel to the positive:

- Visualise past top officiating performances.
- Visualise how you want to perform out in the middle in future.
- Visualise yourself bouncing back from mistakes or poor performances and achieving success.

Getting back on the horse, so to speak, depends on how quickly you change your mental channels and focus on self-enhancing images.

Moving On After a Poor Performance:

Feed yourself a daily dose of self-enhancing images. Avoid replaying the inaccurate decisions in your mind. Visualise 10-15 minutes every day and see yourself performing how you want to perform with a whistle in hand. Replace the bad images in your mind with positive imagery to overcome bad performances.

Don't allow negative images to ruin your performance. Feed yourself with positive images through visualisation and you will enhance your performance.



Modified and adapted from an article in The Third Team Blog by Nathan Sherratt

2021 -2022 Laws of the Game Quiz

A thorough understanding of the Laws of the Game is an essential quality of a good referee. All referees should regularly review their Laws of the Game book to ensure they are correctly interpreting and applying them.

This monthly LOTG Quiz is highly recommended for all active referees and assessors and counts towards meeting part of the criteria for honour games consideration and annual awards. To reinforce your knowledge, you are encouraged to utilise your Laws of the Game Book to assist in answering the quiz questions. All quiz questions are based on the new 2021/2022 IFAB LOTG.

Click Here

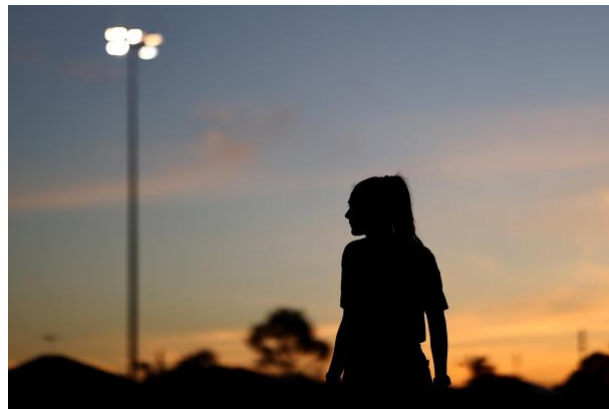
Click on the "Click Here" button to complete the highly recommended monthly LOTG Quiz to test yourself on how well you know the laws.

December 2021 LOTG Quiz Answers: 1 - C; 2 - D; 3 - B; 4 - A; 5 - D; 6 - B; 7 - C; 8 - D; 9 - A; 10 - C.

Save These Dates

13th February 2022 – Annual General Meeting and Pre-season Seminar - Bankstown Sports Club, 8 Greenfield Parade, Bankstown NSW 2200, starts at 10.00 am.

Proposed Fitness Tests for 2022 are as follows: Sunday 30/01/22, Wednesday 2/02/22, Sunday 20/02/22 and Wednesday 23/02/22. The venue will be Barden Ridge as in previous years



Injuries

The safety of the players is of paramount importance and the referee should facilitate the work of the medical personnel, especially in the case of a serious injury and/or an assessment of a head injury. This will include respecting and assisting with agreed assessment/treatment protocols.



**Richard Baker - NSWSLFR TSC Member
and Newsletter Editor**

