



Welcome to this one hundredth and seventh 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.



**To do for NSWSLFR members in September 2022:**

1. [Review the 2021/22 LOTG changes](#)
2. [Make yourself available for competition matches](#)
3. Attend training every week in 2022 – Venue: Potts Park, Yagoona
4. Attend the September General Meeting at Bankstown Sports Club commencing at 7.30 pm
5. Good luck to those members who have been appointed to Grand Final matches

## ***Unsuccessful Promotion Bid: How to Come Back Stronger***

Being unsuccessful in your efforts to be promoted can be hard, especially if you are trying to break into a higher standard of football. It can make you feel deflated, angry, and cause you to lose your motivation and desire to keep refereeing at a level you feel you've conquered. We understand that and have experienced this disappointment throughout our officiating careers as well.

However, it's important not to let a promotion rejection keep you from applying for once again. So, this month, we've put together some of our best advice on how you can not only deal with an unsuccessful promotion bid but also use it to improve yourself and future refereeing prospects.

### ***Take Some Time Out to Get Your Emotions in Place***

After any rejection, you are likely to experience many different emotions, and therefore we encourage you to take some time out to allow you to process your feelings. Being rejected doesn't mean that your attributes and qualities aren't remarkable. When it comes to promotions, referee committees weigh numerous considerations. Many factors may have led to your unsuccessful promotion bid, including being under-qualified through a lack of games, your attitude towards the role and the association, your interview experience and many more.

Often some of these factors may be beyond your control. You have to understand that in today's competitive pool, there are often hundreds of officials hoping to ascend to the next level, so for a committee to pick only a certain number to go up is a very challenging decision. As a result, even if you are not reclassified, it may not mean that the committee or your Referee Development Manager doesn't like you.

Whenever you receive a rejection, start by thanking your Referee Development Manager for their help and support throughout the season and follow by asking if they can give you some feedback from your coaching observation. If feedback is not an option, begin by evaluating how you thought you did in your games. Did you not allow the games to flow? Did you apply law as well as you could do? By identifying areas of weakness, you can then focus on learning how to improve yourself in these areas.

### ***Understand That You Aren't the Only One***

Every season, countless officials face unsuccessful promotion bids. If you are dealing with rejection, the best thing you can do is reach out to colleagues who are currently, or have previously been in similar situations. This way, you can share your experience and emotions and get mutual support that will be enormously beneficial. They can tell you how to deal with being unsuccessful in your efforts to be promoted, and you can ask them what they did to overcome this phase.

There are also various books, podcasts and YouTube videos on how to handle promotion rejection. Hearing how others were able to bounce back from a significant unsuccessful promotion bid can help you feel less alone and more confident when you are ready to start reapplying again.

### ***Consider What You Could Have Done Differently***

After every coaching observation, sit down for a few minutes and consider what you thought you could do better. This could be from how you communicated with players and club officials to your decision-making skills and even your body language. If you felt that you were a bit shaky with your decision-making skills, work on making decisions under pressure before your appointment to help reduce your nerves.

Write down some of the aspects of your performances that you struggled with and do some research into how you may have been able to respond better to those situations. By doing this, you will create stronger responses that you can call upon in your next appointment.

The point of thinking about what you could have done differently is not so you can beat yourself up over what you did wrong, but so that you can learn from it. Take each fixture and your rejection as an opportunity to grow stronger for the next season.

## ***Concentrate on Your Strengths***

Although you didn't get the promotion, it doesn't necessarily mean that you did not have any areas that you excelled in. So, take some time to re-evaluate what you thought went well over the season. If you were able to receive feedback from coaches, ask what areas they believed you did well in. It's just as important to focus on your areas of strength as it is to focus on your areas of weakness.

By focusing on your strengths and highlighting them in future appointments, you'll be able to show coaches why you're better placed for promotion next year. It can also help you improve your refereeing ability and even help you land your dream role in your professional life.

## ***Come Back Stronger***

Applying for promotion isn't easy, especially if you are recovering from an unsuccessful promotion bid. However, if you have taken the time to process your emotions, work on your weaknesses and have learned to highlight your strengths – you'll come back stronger and more motivated to get going again. If you are feeling weary about having to fill out tedious Laws of The Game tests again, go through your previous efforts and see if you can pull any content from them to help you with new Laws of The Game examinations.

Doing this allows you to make sure that each future promotion application is stronger than your previous one, giving you the best chance of succeeding, and it will make it easier to start the application process again as it won't feel like you have to start from scratch.

## ***Conclusion***

Applying for promotion is hard and receiving a rejection from it is even worse. What's important though is what you do after you've received that rejection as it can determine the outcome of other future opportunities.

If you don't take the time to re-evaluate yourself, your emotions and your skillset to ensure that you go into the next season a stronger referee than you did before, you will be doing yourself a disservice. In addition to this, if you don't put in the work and the time to regroup and come back better prepared and more motivated, then it can lead to more promotion rejections in the future.

So, give yourself time to be upset about your unsuccessful promotion bid but don't stay there. Get back up and start looking at your strengths and areas to improve. Work to develop your skillset and use your strengths to your advantage. By taking the time to hone your skills, you will be better prepared to blow away your competition and get to the level you want to operate at.

***Modified and adapted from an article in The Third Team Blog by Nathan Sherratt – August 2022***



## ***How an Official's Body Language Impacts Other Game Participants***

As a referee, you have a significant impact on players and club officials, and not just by your implementation of The Laws of The Game. What you say and how you react to their actions is important too. However, it's sometimes even more subtle than that, a recent study has shown that an official's facial expressions can impact the emotions and performance of players and club officials.

### ***Why Are the Facial Expressions of a Referee Important?***

The relationship between emotions and performance has been extensively studied. When an official talks to a player, along with these interactions comes the display of emotions such as pride or shame. As these can actually influence a player's development, commitment to the game and performance, it's vital we get them right.

This is easier said than done, of course. When referees, players or club officials experience emotions, they may not intentionally mean to express them. However, due to the social nature of sports and the importance of teams, when these emotions are expressed (or even suppressed), they will be observed and may influence others.

This can be an automatic response, or even a deliberate attempt to influence players' actions and thoughts, such as visibly getting annoyed at a player's aggression towards you so that they will not speak back to you. These facial and body expressions are so important because they can have a real impact on a player's behaviour, which includes their performance.

### ***What Have the Studies Shown?***

Recent Research has looked at how these nonverbal expressions displayed by referees can influence player performance. The study involved officials giving scripted feedback to footballers immediately after they performed in a game. While giving the feedback, referees displayed an expression of a particular emotion. The players had to then perform the football match again.

The study focused on three emotions: pride, happiness, and shame. The results found that they did impact players' performance. In particular, pride and happiness benefitted players' performance, but the display of shame did not. They also found that in some cases, it didn't just impact performance, but also the emotions of the player. Players seemed to experience similar emotions to those expressed by their club officials.

However, this was dependent on the relationship of the club official and the player: the more the two were closely linked, the bigger the effect. For example, if the club official displayed signs of feeling proud, this would lead the player to feel proud and happy. Similarly, if the referee showed condemnation of player conduct, this led the players to feel ashamed.

### ***What Can Referees Do About Their Facial Expressions?***

So, the research clearly shows that officials' emotional expressions can impact the performance as well as emotions of players and club officials. This has important practical implications for referee-player interactions in sport as officials need to be careful of the emotions they are displaying – not just in the way they are talking to the player, but also in their facial expressions and body language.

Here are some ways to use this to improve your relationship with players and club officials:

- Be aware of the emotions you experience and display when communicating with players and club officials.
- Understand the effects of these emotional expressions on players and club officials.

- Regulate your emotions. Make sure you understand them and the adaptive response they can evoke in players and club officials.
- Educate yourself on how to manage and utilise specific emotions and expressions to optimise outcomes.
- Understand that endorsing positive conduct holds much more power to enhance your players' performance than shame.
- Remember that these effects are even greater when you have fostered an initial rapport with players and club officials.

### **Considerations**

It is important that referees are aware of the importance that something as small as the way they display their emotions can have a strong impact on the players and club officials they're managing. Your communication is vital to their conduct and performance and has a strong effect on their emotions, and your facial expressions are an important part of it. Take care when talking and interacting with players and club officials, you have a great impact on them!

***Modified and adapted from an article in The Third Team Blog by Nathan Sherratt – August 2022***



## **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**

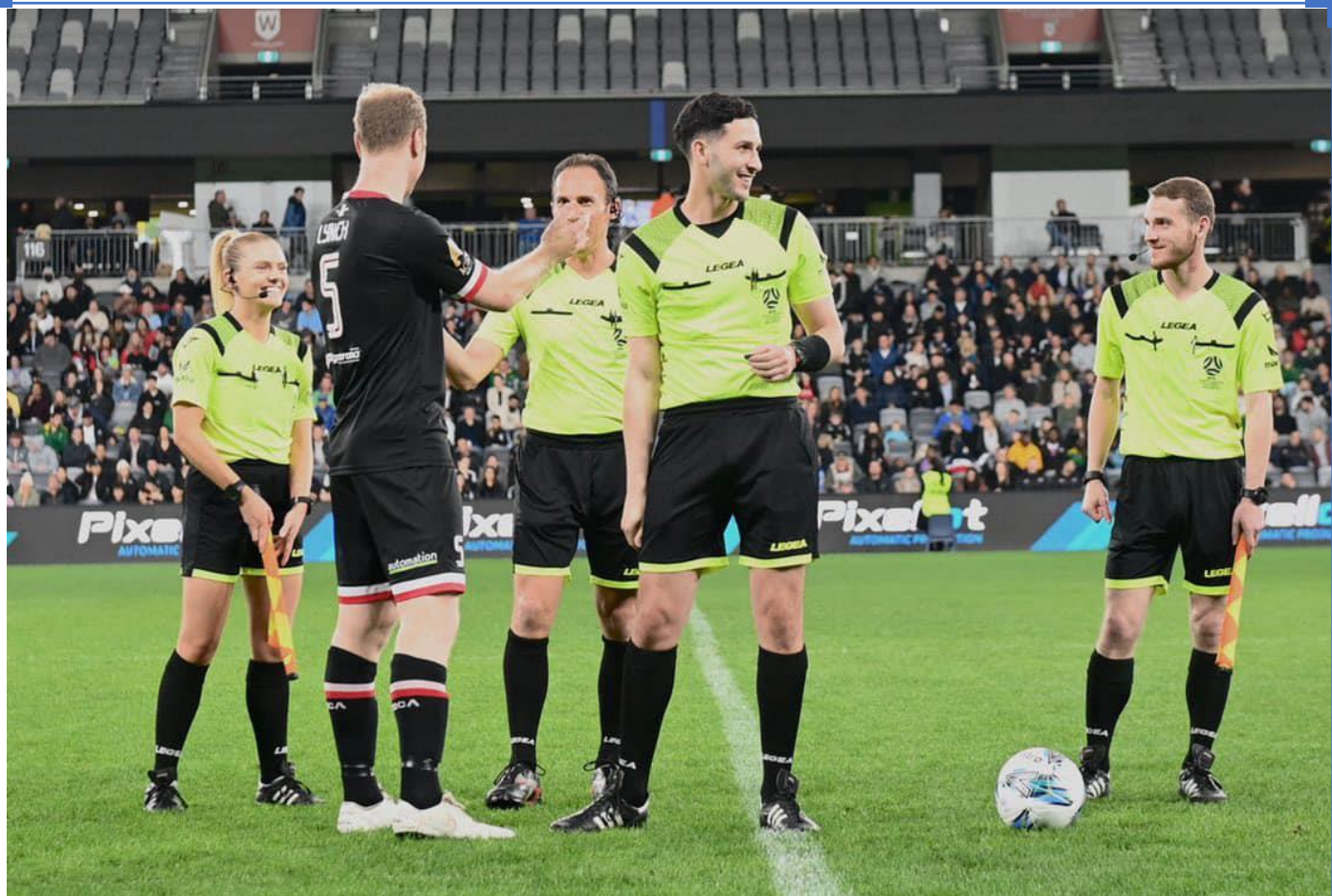
***Click on the "Click Here" button to complete the highly recommended monthly LOTG Quiz to test yourself on how well you know the laws.***

**August 2022 LOTG Quiz Answers: 1 - A; 2 - B; 3 - D; 4 - A; 5 - C; 6 - D; 7 - B; 8 - A; 9 - C; 10 - D.**

## **Save These Dates**

**2<sup>nd</sup> September 2022 - General Meeting at the Bankstown Sports Club commencing 7:30 pm.**

***Note: Zoom meetings may replace in person meetings.***



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Member and Newsletter Editor**

