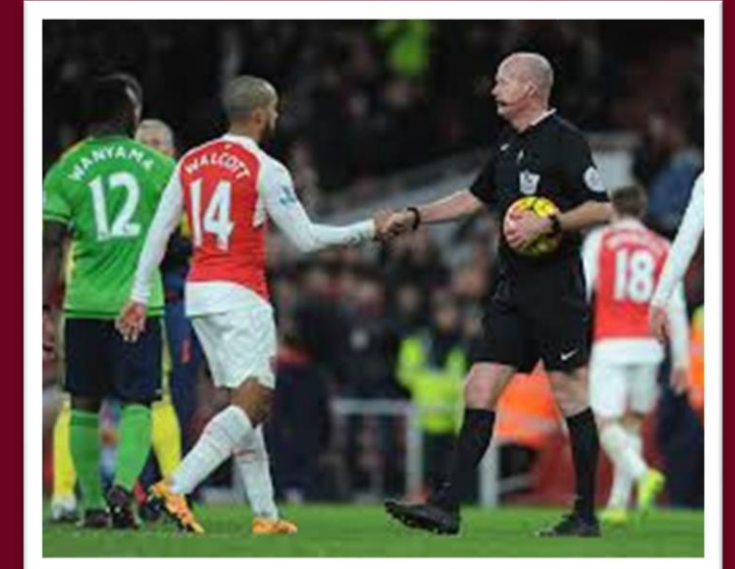


RECRUITING, RETAINING, & DEVELOPING SPORT OFFICIALS



David Hancock, Memorial University of Newfoundland

RECRUITMENT: WHY JOIN?

❖ For long-term officials...

- #1 reason to join was “For love of the sport”
- #2 reason to join was “To serve the sport”
- #3 reason to join was “Social reasons”

Not specific to officiating

Why choose officiating vs. coach, technical director, etc...?

❖ Is there a vetting process to recruit people who have these motivations?

Movement & Sport Sciences – Science & Motricité 87, 31–39 (2015)

Why Ref? Understanding sport officials' motivations to begin, continue, and quit[★]

David J. Hancock¹, Donald J. Dawson² and Denis Auger³



RECRUITMENT: WHO JOINS?

- ❖ Estimated ~85% of sport officials are male
 - Likely higher in most team sports
- ❖ Females represent a largely untapped group
- ❖ Recommendations from female officials:
 - Actively recruit; good advertising
 - Show females succeeding as officials
 - Establish female-female mentor programs

How to Recruit Female Sport Officials: A Qualitative Exploration

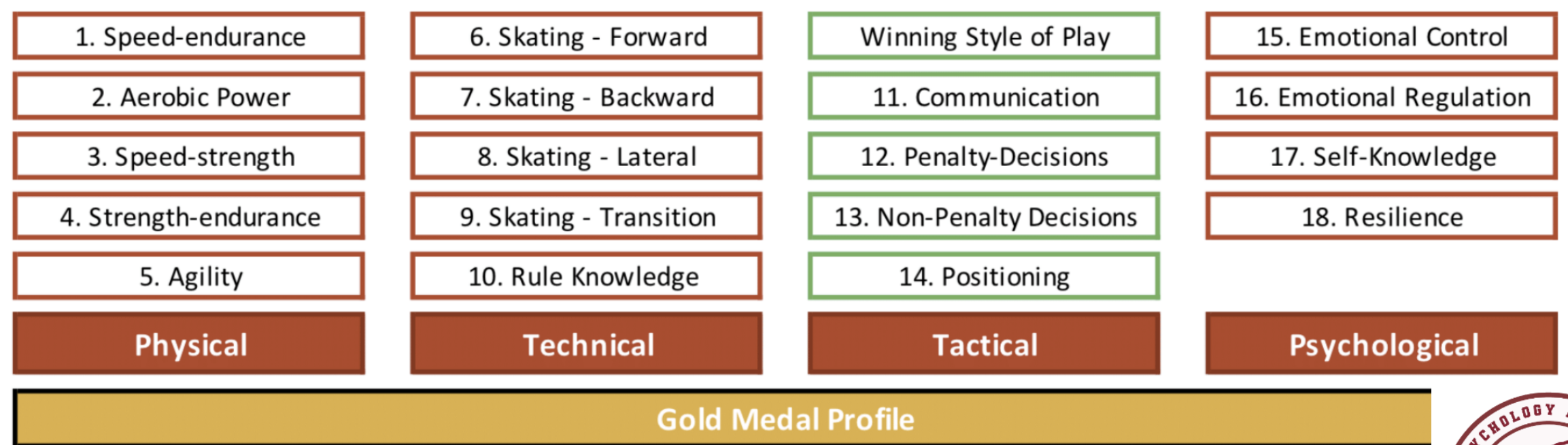
Presented by: Kai Alari

Collaborators: David J. Hancock, Brenda Hilton, and Amanda M. Rymal



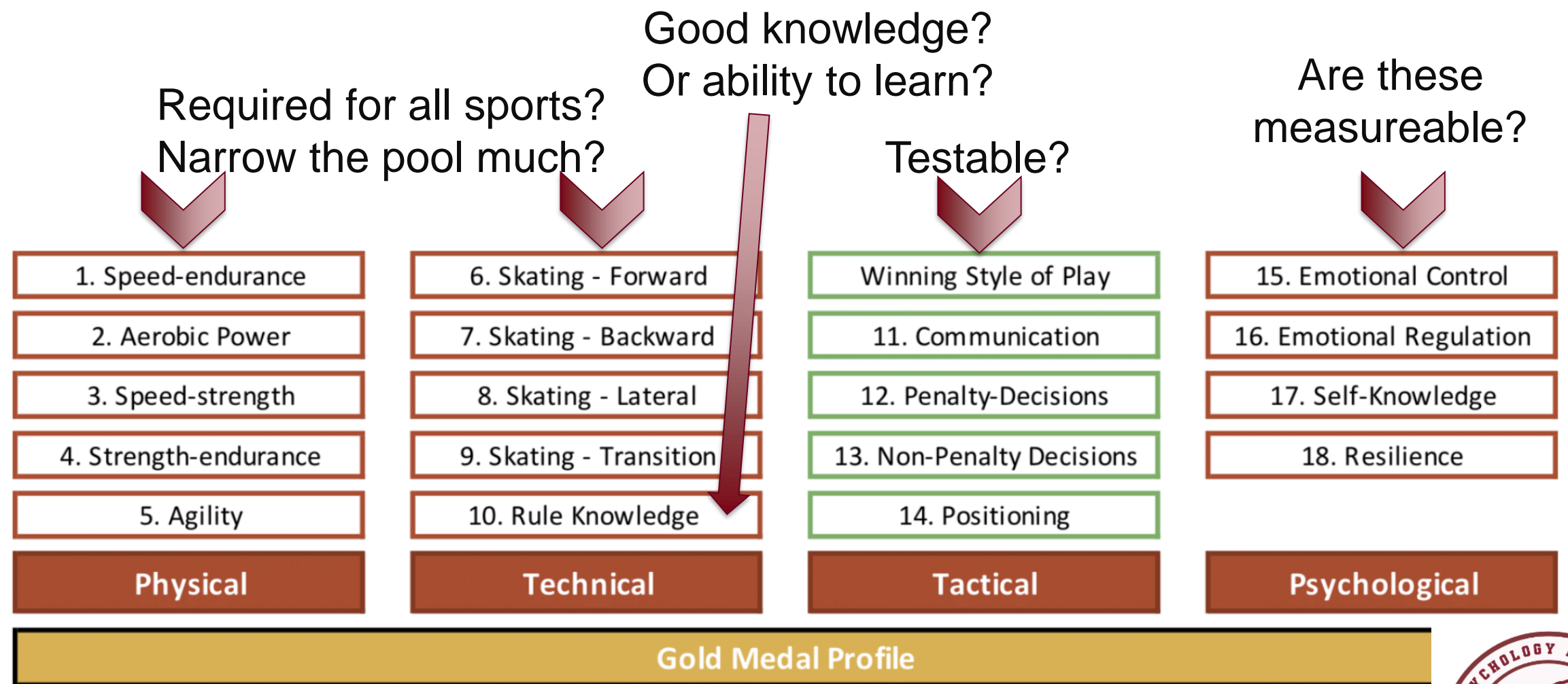
RECRUITMENT: TALENT ID?

- ❖ Is it possible to ID potential “high-quality” or long-term officials?
 - Goal of talent ID is to narrow possible candidates based on desired characteristics (not an easy task)



RECRUITMENT: TALENT ID?

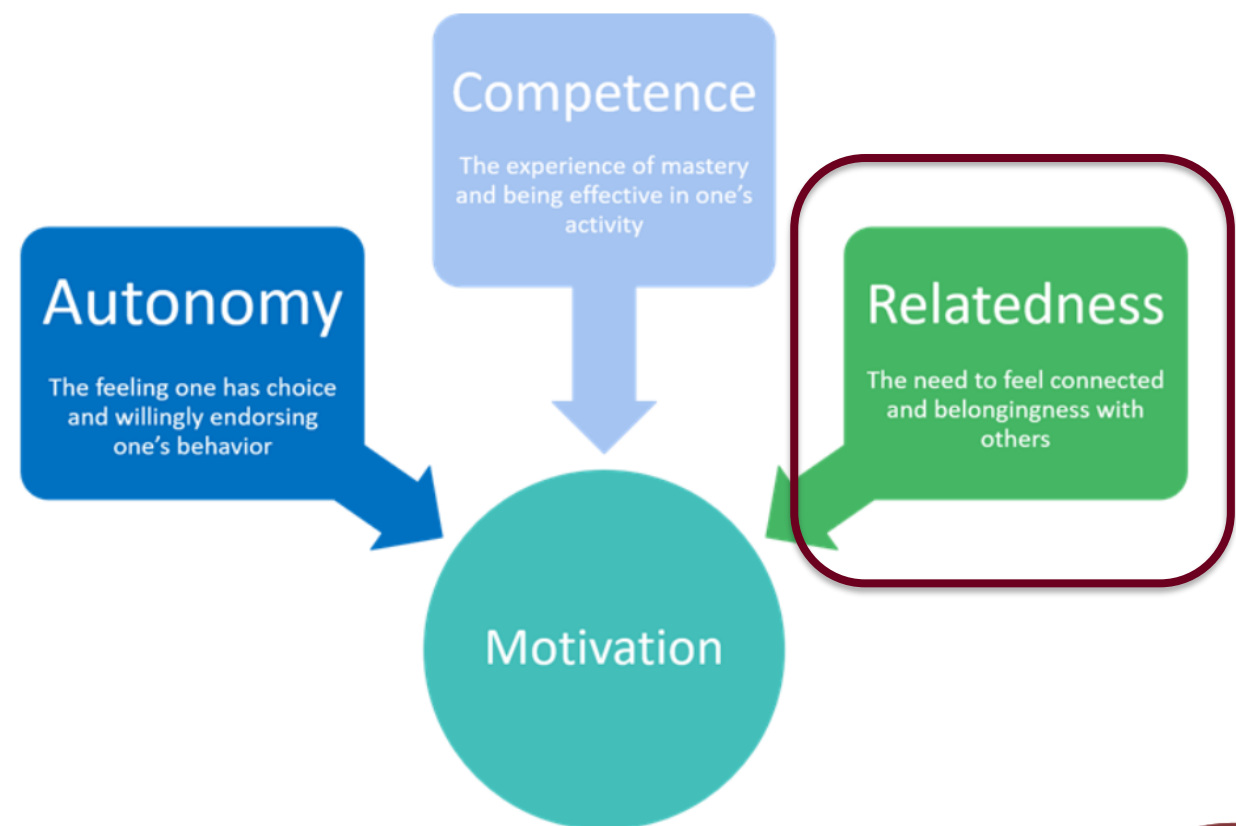
❖ Is it possible to ID potential “high-quality” or long-term officials?



RETENTION: GROUPS MATTER!

❖ Feeling connected to a group increases adherence in any task

- In-competition group (transient group)
- Larger officiating organization
- Sport organization



RETENTION: OFFICIATING GROUPS

- ❖ Being in a group, sense of community, experiencing camaraderie, and developing strong social networks are key factors that influence officials' decisions to stay or leave
 - Officiating identity (e.g., Team 21)
 - Social events & awards ceremonies
 - Training sessions/combines

Exploring Perceptions of Group Processes in Ice Hockey Officiating

David J. Hancock, Luc J. Martin, M. Blair Evans & Kyle F. Paradis

To cite this article: David J. Hancock, Luc J. Martin, M. Blair Evans & Kyle F. Paradis (2018) Exploring Perceptions of Group Processes in Ice Hockey Officiating, Journal of Applied Sport Psychology, 30:2, 222-240, DOI: [10.1080/10413200.2017.1349208](https://doi.org/10.1080/10413200.2017.1349208)



RETENTION: GROUP COHESION

Cohesion: A dynamic process reflected in the tendency for a group to stick together and remain united in the pursuit of its instrumental objectives, and/or for the satisfaction of member affective needs

(Carron et al., 1998, p. 213)

- ❖ We measured cohesion in sport officials and compared it to performance

Investigating perceptions of cohesion, performance, and satisfaction in sport officiating groups

David J. Hancock¹; Kyle F. Paradis²; Luc J. Martin³; M. Blair Evans⁴

Submitted to: *Managing Sport and Leisure*

Accepted: June 11, 2022



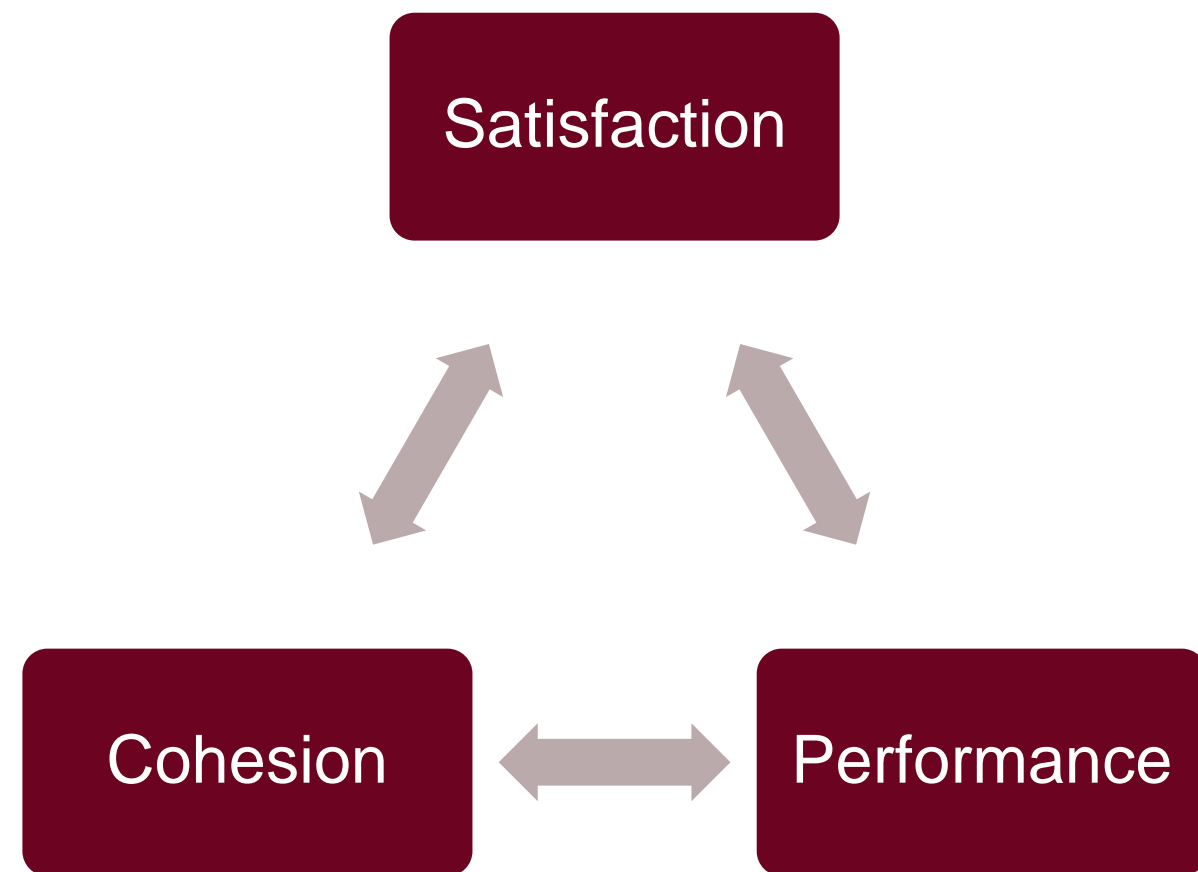
RETENTION: GROUPS & PERFORMANCE

❖ Cohesion matters for performance!

- Implications for assigning?
 - Less “transient” assigning?
 - Best officials vs. best team?

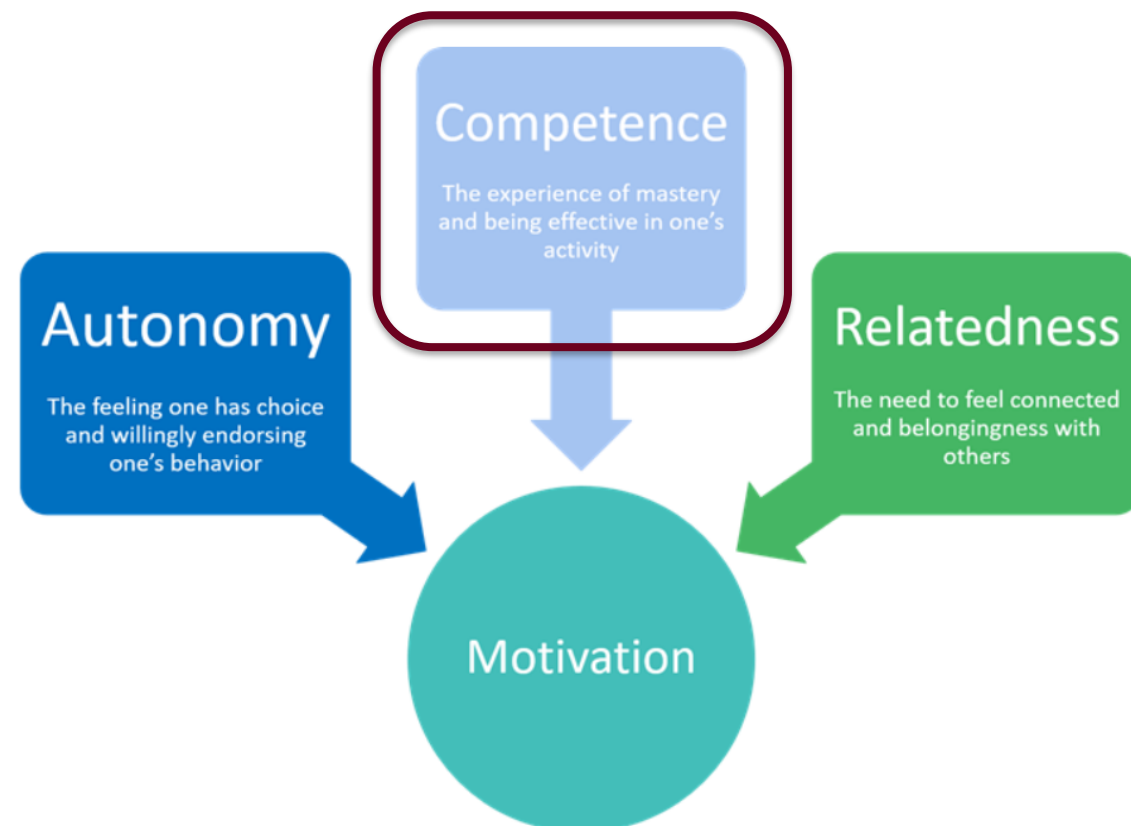
❖ Cohesion matters for satisfaction!

- Increasing cohesion might improve team satisfaction and reduce dropout



DEVELOPMENT: PRACTICE TIME?

- ❖ For every one hour of competition, how much does an athlete practice?
 - 1 hour? 5? 10?
- ❖ For every one hour of competition, how much does an official practice?
 - 5 mins? 10? 60?



DEVELOPMENT: VIDEO-BASED TRAINING

- ❖ Decision making is the underlying skill for all sport officials
- ❖ One of the best tools to improve decision making is video-based training
 - Improves decision making skills across a variety of contexts
 - Can be inexpensive and enjoyable
 - Good substitute for real experience



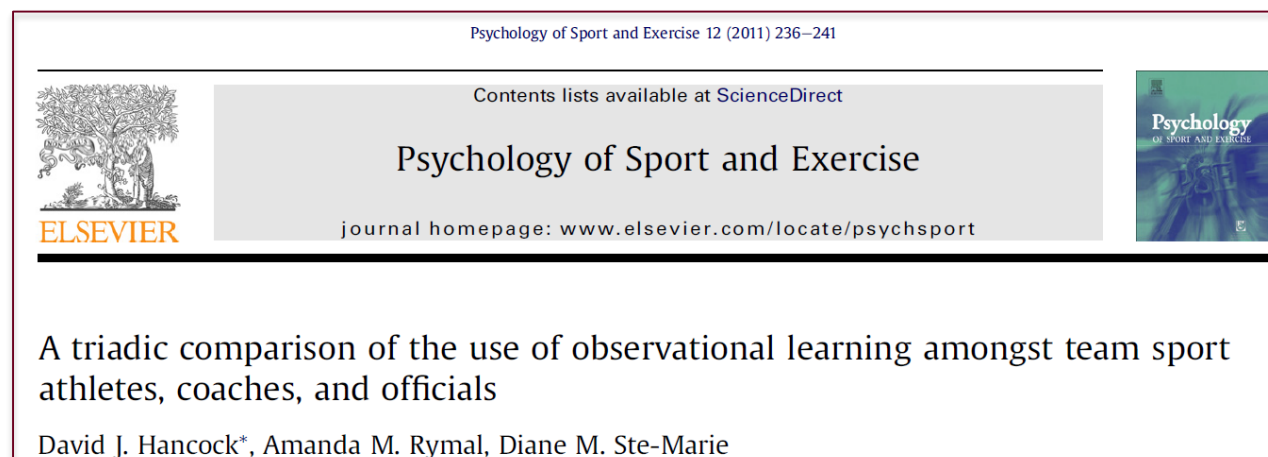
DEVELOPMENT: OBSERVATION

❖ **Observational learning:** Watch yourself or others, live or on video, to improve performance

(1) Rule application; (2) Techniques/positioning; (3) Mental performance; (4) Communication; (5) Self-presentation

❖ Need to capitalize on this!

- Share videos of other officials; encourage officials to watch other officials



PROJECTS COMING OUT OF THE LAB

- ❖ *Exploring officials' mental health*
- ❖ *Female officials' experiences in male-dominated sports*
- ❖ *Relationship between officials' physical load and decision accuracy*
- ❖ *Do certain athlete experiences lead to becoming officials?*
- ❖ *Should sport officials have a role in athlete concussion protocols?*
- ❖ *Can visual search behaviours be learned through observation?*
- ❖ *Role of shared mental models on performance in officiating groups*
- ❖ *Role of mental skills in umpiring performance*



THANK YOU!

- ❖ Thank you Andrew for the invite!
- ❖ Thank you all for attending!



dhancock@mun.ca



@profhancockmun

