

Creating a Positive Working Environment Between Coaches, Officials and Athletes

I. Are we any different? We all come from

- a. different size of schools
- b. different cultures
- c. different religions

And yet, all experience unfairness in officiating.

Discrimination, intentional unfairness is usually not the problem.

THE PROBLEM IS NOT US VERSUS THEM

OFFICIATING IS PUBLIC

OFFICIATING IS SUBJECTIVE

HUMANS ARE NOT PERFECT

MISTAKES, BAD CALLS ARE INEVITABLE

II. Why do men and women go into officiating?

1. It's not for money
2. It's not because they hate kids
3. It's not because they want to get back.

It's because they want to be part of the game -- just like us coaches

III. Let's turn to coaches

1. Why do coaches get upset over what they thought was a bad call?
2. If they become emotional or vigorously protest,
 - a. It doesn't change the call?
 - b. Do they take back the points? (very rarely)
 - c. They rarely change their calls (very rarely)

Therefore, what is positively accomplished through **emotionalism**?
(Excellent discussion of this: *John Wooden on Leadership*)

3. When a coach makes a scene or gets a technical, does he or she have a positive feel of accomplishment?

4. How do you think the coach really feels about what he or she did?

**Embarrassed
Humbled
Drained, and therefore...
Unable to Focus**

IV. What effect does a coach's emotional reaction to officiating, i.e., ranting and raving and getting a technical foul have on players and team?

1. Coach embarrassed -- Do you think he/she is thinking about the game? No. He/she is trying to save face from the embarrassment.
2. Coach tired out -- can't focus -
3. team embarrassed -- lose momentum because they are thinking about what just happened.

Why you don't get technicals or argue calls

**You are Selfish
You want to win. You want to do everything possible to win**

1. If I argue a call or upset the ref, he may just not give us the benefit of the doubt. I never want to place myself in a position where the referee wants to get back because of my behavior.
2. For every high there is a low. If I get emotional, I have to come down which means I lose my concentration for a portion of the game. I can't be a good coach. This may cause me to lose.
3. Two things I teach my players: **Focus** and **Play hard**.
 - a. If I use emotionalism and focus to try and change something I can't change, the athletes I coach will learn to do the same thing.
 - b. If a player can't let go of a bad call, they are now removed from the game giving the other team the advantage.
 - c. All my teachings about discipline, focus, sportsmanship and leadership go right out the window. I have lost their respect. What I do is a joke. Actions speak louder than words.
 - d. Life can be unfair. We must move on. If I teach them not to accept a bad call and not move on, they won't be able to move forward here or any place else in life.

V. Situations

1. After the game, you go into the locker room and the players start complaining about the officiating.

The officials were the reason they lost the game.

How do you handle this?

"If you needed a ref's call to win the game, you didn't deserve to win the game."

"You will never have control over what others do. But you do have control over being your best."

2. Volleyball match. Winning 24-23, rally scoring. Ball lands in front of the bench 2 feet out . Referee calls it in. You lose 26-24. And you cannot deny the bad call.

How do you handle this?

**Acknowledge the bad call
"I agree with you. Yes, it stinks."**

"If the score was 24-23, it means the teams were evenly matched. That means without the bad call, the match could have gone either way. Right?"

"Carol, you missed two first serves. Jasmine, you spiked two beautiful sets out of bounds. Emily, two of your sets were nullified because you carried the volleyball. So there were things you could have done to win the match? You made mistakes. Right? Lots of mistakes. And you are blaming the referee for one bad call?"

VI. Overall message

1. There is bad officiating.
2. It can be unfair.
3. But life can be unfair.
4. As coaches and teachers, we are powerful. We have a lot more influence than we think.
4. If we can't move on, we never get anywhere in the game. We destroy ourselves, our team.
5. And what message are we sending?
6. Through our example, our student athletes will not learn to move on...
7. On the field, on the court and in all of life.

XVI. Please pick up the handout

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