



**FIND YOUR  
OFFICIATING**

*Personality*

FROM THE EDITORS OF *REFEREE* MAGAZINE

# WHAT TYPE OF SPORTS OFFICIAL ARE YOU?

One of the beauties of officiating is we come from all walks of life, bringing our experience, passion and skills to become one of the guardians of the sport we choose. It's an honor and a calling most people do not relate to, but you do. The fact you've come this far speaks to your desire. But desire alone won't get the job done. Know that we are here to help you match your passion with your fundamentals.

Our quick test helps you determine what "type" of official you are, what kind of an official you want to become and shares positives/negatives that go along with that profile. You won't have "just one" personality on the court or field, as all officials have a mix of qualities they bring to their contests. After taking our quiz, you will find a "core" profile that fits you. You will be able to take away tips to help you better understand what brings you success and where the critical areas of improvement need to take place. Have some fun with the questions and you may even learn some things about yourself.

At the conclusion, we'll provide you with four "officiating profiles."

Officiating is a journey. Enjoy the ride. We're here to help.

# QUIZ

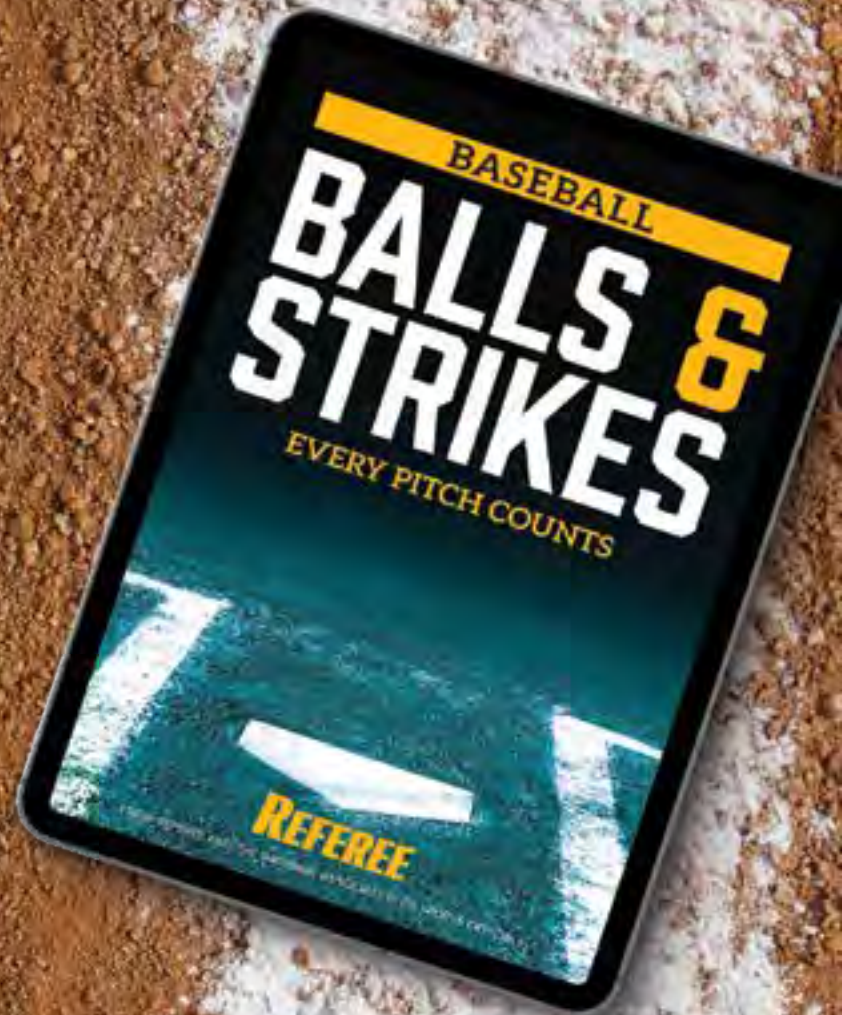
---

Select the answer that BEST fits you as a sports official. There are no right or wrong answers. Make an honest assessment of yourself while answering the questions.

TAKE THE  
WORLD'S  
LARGEST  
UMPIRING  
LIBRARY  
WHEREVER  
YOU GO

**REFEREE**

DIGITAL VERSIONS  
FOR FOOTBALL WILL BE  
AVAILABLE JUNE 1ST



Every baseball and softball training book in our huge library is now available digitally for instant download.

[STORE.REFEREE.COM/DIGITAL-PRODUCTS](https://store.referee.com/digital-products)

# MAKE THE **TOUGH CALL**

A coach is in your face, yelling multiple times to try to influence your judgment and decisions on the court or field.

**What do you do?**

- A** Respond authoritatively to tell the coach what you saw, warning him/her that future outbursts will result in immediate consequences.
- B** Work to calm the situation and shield your partners from abuse.
- C** Listen and try to find out quickly what his or her issue is and if legitimate, pledge to pay attention to it.
- D** Let the coach know you and your partners are doing your best and will continue to do so.

# – MAKE THE TOUGH CALL – RESULTS

**A**

If you answered **(A)**, you are a take-charge official who likes to face challenges head-on. That bodes well when you know the rules and have the experience and rely on that to make decisions. It is never good to confront a coach. Work at holding back your immediate opinion and listening before responding.

**B**

Those who answered **(B)** like to smooth over controversial situations. Your strength here provides a calming effect for the coach. He or she is more likely to listen, say his or her piece, then get back to coaching. If the coach perceives you are just trying to mollify him or her, it is likely the coach will continue to argue. If so, stand up for your point of view, draw the line in the sand (“Coach, I’ve heard enough. Any more and I’ll have to penalize you”) and enforce that penalty after you verbalize it. Your challenge is explaining, standing your ground, then stepping up to enforce against the coach, if necessary.

# – MAKE THE TOUGH CALL – RESULTS



If you are a **C** official, you are not offended by the coach, instead recognizing his or her perspective. Your strength is that the coach sees you as open to listening. Your challenge is you may listen too long or get sidetracked from other components of the game. Stay focused. Listen, make your decision and move on.



Officials who replied **D** focus their attention on the game, so they might not look to the coach immediately when complaints get shouted. A response to a coach in this situation might be, "I'm on top of it, coach. We're working hard for you." That might be enough and is an advantage that **D**-thinking officials provide. If intensity rises and the coach is not satisfied, the challenge is what you do next in response to the coach's behavior. Prepare yourself for these situations. Learn from past experiences and add to your tool kit those responses that work best.

# **MASTER YOUR SKILLS**

**You are challenged by a complex ruling in the game and recognize you must step up in the future**

**What do you do to prevent this from happening again?**

- A** Pay extra attention to similar situations, making sure to serve as the decision-maker.
- B** Involve your crew so that you can improve together.
- C** Seek out extra resources and opinions on the ruling in question and find additional areas for improvement and challenge.
- D** Double down on working harder now that you know what to look for next time.



# – MASTER YOUR SKILLS – RESULTS

**A**

Answering **(A)** means you have a take-charge personality that provides you the ability to use your expertise and knowledge on the court or field to support the game and in your personal development. The weakness for this official can be an attitude of having to be right, which limits your officiating growth. Work to remain open to officials, supervisors, assigners and situations to learn from others and continue building your skills.

**B**

Officials answering **(B)** appreciate teamwork and solve problems by seeking input and growing from that process, while also sharing with other officials. Collective knowledge is a benefit. A challenge for this official can be in decision-making situations that require an immediate need to step up. Prepare mentally for plays outside your comfort zone, and coach yourself internally to step up quickly, as necessary.

# – MASTER YOUR SKILLS – RESULTS

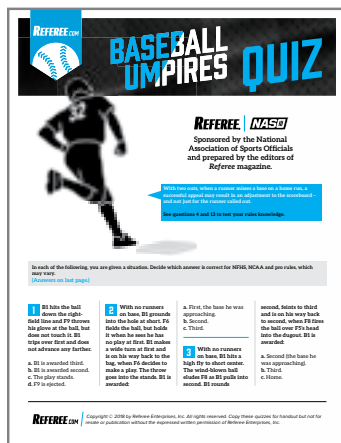


New situations don't bother those who answered Ⓒ. You seek out new challenges, enjoying the journey, and this bodes well for you in exciting games that have a lot of action. The humdrum, routine games provide more of a challenge, so you must work hard to stay active and find something to work on in those particular games. Use self-talk during those more repetitive games (or parts of games) to stay motivated and growing.



If you answered Ⓓ, you grow by plugging away:  $x + y = z$ . You take one step at a time, growing incrementally. This keeps you focused on the fundamentals, building day-by-day to improve. Your challenge is facing scenarios outside your knowledge base where you can't overcome a problem based on your hard work. To address this, study the rules and look for unusual plays. Test yourself, talk with other officials and learn from them.

# FREE RESOURCES FROM REFEREE.COM



Referee.com is the #1 destination for **FREE** downloadable guides, online quizzes, and digital content for officials at all levels.

## WEEKLY REFEREE.COM REVIEW

Weekly collection of articles, quizzes, downloads, and more from Referee.com. The best in officiating delivered directly to you.



GET EVERYTHING TODAY FOR FREE @ REFEREE.COM / FREE

**YOUR**

# **FOUNDATION**

You are faced with a decision on the court or field that challenges your sense of right and wrong.

**How do you rule on the play?**

- A** As judge and jury – you have the tools and your decision stands.
- B** By applying fairness and equity.
- C** With a fresh approach based on the circumstances.
- D** Through enforcing the rules as intended.

# – YOUR FOUNDATION – RESULTS

**A**

The values that define how you approach officiating for those who answered **(A)** mean you have the advantage of a strong personality to support your decisions and demonstrate to others you know what you are doing. Arrogance or a “know-it-all” look on the court or field could be how others perceive you and lead to challenging situations for you. Look at your body language, tone of voice and how you present yourself to others. Work on being approachable and receptive.

**B**

The **(B)** official believes in the purity of sport and everyone getting a fair shake, an important quality for officials to demonstrate on the playing field. This official is perceived as fair and uses that as an advantage to manage the game, players and fans. An area that could pose issues for the **(B)** official is being perceived as bending too far to listen to a coach or player in instituting the proper penalty. Be decisive as necessary to overcome this.

# – YOUR FOUNDATION – RESULTS



Official **(C)** utilizes an outgoing perspective to shape his or her approach to the game, providing an “openness” advantage to officiating by not prejudging situations. The challenge for this type of official is knowing when to shut down extra information and sticking to the basics to make consistent decisions.



The **(D)** official values effort, preparation, dedication, being on time, and leaving the game site knowing he or she gave it everything. These values build a strong support network both within the officiating community and throughout the coaching ranks. At times, this official needs to step up a bit to show some extra pizzazz, balancing his or her lack of showmanship with a necessary extra flair required in special circumstances.

# ELIMINATE FEAR

During a rivalry game, one team's fans become increasingly hostile, to the point where you are hearing threats and begin to fear for your safety.

How do you react?

- A** You inform game management to get on the PA system to warn the crowd.
- B** You discuss exit options with your partners during a break in the action but try not to aggravate the situation.
- C** You relish employing verbal judo to disarm the fans.
- D** Keep your head down and keep officiating.

# - ELIMINATE FEAR - RESULTS

**A**

Dealing with fear is typically something that does not occur to official (a). These officials move ahead, trusting in their own judgment, an advantage in ambiguous or tense situations. The limitation to this approach is when the decision is wrong or the (A) official doesn't have the answer. Prepare by opening yourself to your crew, inviting input and utilizing their expertise.

**B**

The type (B) official is cautious by nature. This ensures protection for players and the game itself but can become too much when overly officious decisions are made. The tip for the type (B) official when facing scary situations is to train and be ready to either let certain plays go that you typically rule on or step up immediately to address plays you typically pass on. Coach yourself mentally on this.



# - ELIMINATE FEAR - RESULTS



Fear is an opportunity for Ⓒ, which gives the official the advantage of confidence to address any issue. He or she sees these situations as ways to demonstrate his or her learning curve to others and benefit the game. A problem can arise if this type of official overlooks specific components of the game situation, leading to an improper ruling. Prepare by examining game context from multiple perspectives and air them out with your partners.



The Ⓓ official works through fear as he or she does on other issues. It is one aspect of the game, and as such, does not rise up necessarily above other variables. This helps the Ⓓ official handle most fearful game situations, but he or she may not necessarily put enough emphasis on special circumstances. It is suggested the Ⓓ official develop a list of 5-7 key plays in his or her sport and prep specifically for those scenarios and update this list 2-3 times throughout the season.



# ARE YOU READY TO JOIN?

**ANY GAME. ANYTIME. ANYWHERE.**

**You are Covered!**

- \$6 million Annual General Liability Coverage
- \$100,000 Game Call and Assigners' Coverage
- \$15,500 Assault Protection
- Free Consultation and Information Services

**EVERY GAME. EVERY SPORT. EVERY LEVEL.**

**The Finest Training Resources**

- Referee Magazine – 12 Monthly issues
- It's Official – 16-page members-only newsletter every month
- Access to NASO members-only app
- 20% discount on all Referee training products
- Monthly NASO digital LockerRoom newsletter
- Online sport-specific quizzes

**For Officials, By Officials**

Your dues also support NASO's efforts to improve working conditions for all sports through such efforts as:

- Assault and independent contractor legislation
- Taking informed stances on select issues in the media
- Recruitment and retention efforts
- Celebrating officials and officiating with national awards

**For more information or to join  
[naso.org/bookjoin](http://naso.org/bookjoin) or call 800-733-6100**

## TRAINING

# CONSISTENCY

You blew a call but still have a game to finish and might see that situation again.

In order to keep moving forward, what do you choose to do?

- A** Emphasize to participants that you are in charge.
- B** Ask for help from your crew.
- C** Focus on a new response the next time the situation presents itself.
- D** Stay on track through the end of the game.

# - TRAINING CONSISTENCY - **RESULTS**

**A**

Training/learning for the **A** official occurs often through knowing he or she is “right.” This reinforces ruling correctly and builds an account of strength that bodes well with coaches, assigners and fans. In contrast, the school of hard knocks can be tough for this type of official. Learning to deal with an incorrect call, and training to improve in that area is something the **A** official should successfully add to his or her tools.

**B**

Type **B** learns from others and by watching and asking questions of crewmates and listening closely to ensure they are on the same page. This training helps create more consistently officiated games. A challenge for the **B** official is stepping out of the comfort zone and challenging “group think.” Be willing and open to go against the grain.

# - TRAINING CONSISTENCY - RESULTS

C

When it comes to training/learning, the **C** official relishes picking up new ideas, techniques and information. That helps the official continuously grow and be prepared for the ever-changing nature of the sport. At the same time, the potential hurdle when it comes to learning is knowing when to turn it off and “enough is enough.” Not all new technology is good technology. The same can be said of training/learning. At times, a more cautious approach is warranted to not overdo novelty.

D

The **D** official knows the rules and mechanics changes and to be able to explain them effectively to others, building on a solid knowledge base. The **D** official does what it takes to get better, from exercising, studying, attending camps or seeking feedback consistently. A bump in the road for this official regarding training can occur due to a unique scenario or rule change that doesn't fit nicely into his or her experienced mindset. Remain open to new information and plays. Continue studying and be willing to approach problems with an open mind.

# TAKE THE **CHALLENGE**

There is 1:36 left in a tightly played contest. During a quick break in the action, you gather your thoughts for a moment and tell yourself:

- A** Trust your personal strengths to control any issues.
- B** Keep the crew on the same page and cover potential end scenarios.
- C** Relish the high-stress environment but try to avoid past mistakes.
- D** Finish strong.

# – TAKE THE CHALLENGE – RESULTS

**A**

When faced with tough times, official **A** knows what to do. He or she has been there before and known success. That plays out well in the sports arena. The difficulty can be where mistakes have been made or learning needs to occur to address tougher situations. The **A** official must work to open up to not always having “the” answer but developing more of a willingness to recognize and accept others’ positions for the good of the game, particularly where there is a tough call to make and responsibility needs to shift away from him or her.

**B**

The type **B** official uses the full crew to address tough game situations, prepping in the pregame and ensuring all voices are heard. This ensures everyone is on the same page and calls are more consistent. One area of concern on these tougher calls occurs when there is an unusual or sudden unexpected play that requires a ruling and **B** is not prepared. If there is the ability to seek crew help, do so in these situations. If not, make sure to discuss options in the postgame to better prepare for future scenarios.

# – TAKE THE CHALLENGE –

# RESULTS



The **C** official enjoys the tough calls, looking forward to them as an extension of his or her personality that seeks out uniqueness. This brings an infectious enthusiasm to the playing court or field, helping both the crew and demonstrating to others that “desire” to be calling the plays. A flip side to this is the **C** official who is so enthusiastic, he or she overlooks the importance of putting in the time to stay consistent and on top of the intangibles. Spend extra time on the rulebook. Use different forums to expand your study. Pick the brains of experts on how they stay on top of plays day-in, day-out, year-in, year-out.



The hard path is the “known” path for the **D** official. These officials are used to hard work, expect it and grow from it. They were likely raised in an environment of an “honest day’s pay for an honest day’s work,” and they take this to heart while officiating. You know what to expect from **D**. He or she puts in the time, which ensures a high degree of accuracy and success. The challenge for **D** can be when presented unexpected circumstances or when, after years of dedication to the craft, the payoff is not forthcoming, which can lead to burnout. Address unexpected circumstances by continuing to add caseplays to your pregame and personal training materials. To avoid burnout, communicate with supervisors, assigners, friends and mentors on what they do to counter it and see if that is applicable to you. Also find out what you can do differently to improve, then dedicate yourself to those steps. Applying your hard-work personality to new challenges will bear fruit.



NATIONAL ASSOCIATION



OF SPORTS OFFICIALS

# SAY YES TO OFFICIATING

**THE NEW RESOURCE FOR  
RECRUITMENT & RETENTION.**

## **FIND MORE OFFICIALS**

- Pre-Built Presentations
- Turnkey Marketing & Social Media Kits
  - How-To Guides
  - Free Downloads

## **KEEP THE OFFICIALS YOU HAVE**

- Mentoring Plans
  - Inspirational Presentations & Video
- Case Studies of What Works

GET ALL THESE **FREE** RESOURCES AND MORE @

**SAYYESTOOFFICIATING.COM**

# ABOUT YOUR OFFICIATING STYLE

Every official has a core profile. What's yours? Our quiz outlines four main types based on how you answered the questions:



You won't necessarily fit into a neat package. Like life, officiating is messy and requires different parts of your personality in different situations for you to succeed. Our findings will help you with that – what works well for you and what to hone in the years ahead. If you answered four or more answers for any one of the styles – **(A)**, **(B)**, **(C)** or **(D)** in the quiz – you'll find your tendency toward being that type of official.

You will have a bit of a blend to your officiating personality, most likely. Use the specific answers within the quiz to dig into those differences and find what works well for you, and what you can improve on. Sometimes you'll want to dominate. Sometimes you may want to recede into the background and let someone else lead. You may appreciate new things, while still priding yourself on sticking to the basics for success.

Your officiating style reflects your personality, and that will be unique. The quiz and our feedback on your answers will help you utilize your profile for the most success on the court or field.

Time to dive in.



# ALPHA RULER

---

If you primarily answered **(A)** to the questions (more than four or more responses), you are the Alpha Ruler official. You are a take-charge official, looking to lead the crew and set the tone. You like for things to go your way and to control tempo. Your strengths revolve around that stature: being the leader/expert; having knowledge/experience to apply to many game situations; a strong personality that can dominate the game through your voice, mechanics, physical actions. The Alpha Ruler can be seen as overbearing or a “know-it-all.” Growth areas for the Alpha Ruler include sharing credit with the team, involving your crew thoroughly in pregame and postgame discussions and respecting their input. This will help you grow. Dealing with coaches can be another dicey area for the Alpha Ruler, requiring work on listening and acknowledging outside perspectives, as appropriate.



# ***PROTECTOR***

---

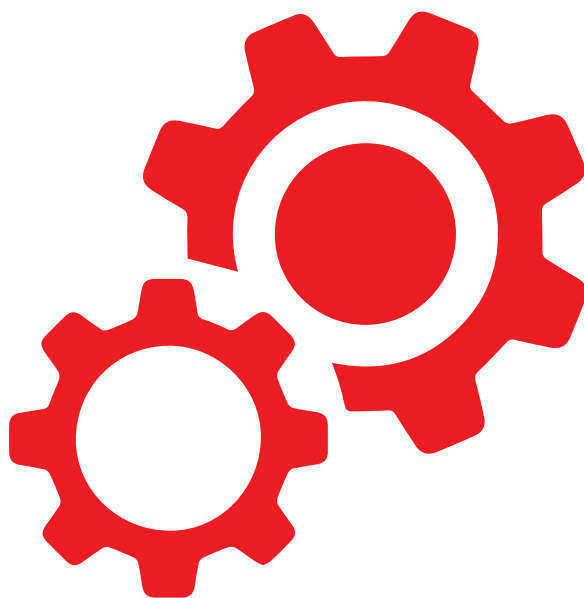
For those who answered **(B)** to most of the questions above, your profile identifies you as a Protector. The Protector official has good qualities that include supporting your team and being reliable, patient and loyal. You are the consummate team official, making any crew stronger by taking on the extra necessary details for the team to perform at its highest levels. Protectors can be on the humble side, hiding from the limelight, sometimes overloading themselves or being too humble. This can lead to not feeling appreciated or not stepping up to the plate in important game situations. The Protector needs to recognize this and be prepared to take charge on critical game plays.



# ***EXPLORER***

---

The Explorer is the consummate enthusiastic official and answered **Ⓒ** to most of the questions in our quiz. He or she handles people well, is outgoing, looking for new challenges, curious, imaginative and sees each game as an opportunity to experience something new. He or she brings an attitude that affects others in a positive fashion. These qualities tend to make working with the Explorer enjoyable, except for times when his or her tank is running on the dry side. This can make the Explorer more unpredictable and he or she can get flustered under stress. The Explorer needs to ensure preparation for each game, pay attention to details and not let other factors intrude on his or her emotions at the game site (bad traffic on the way, an injury, an issue at work, etc.).



# GRINDER

---

Primarily answering ① in the quiz profiles you as a Grinder. You're the lunch-bucket guy or gal. You bring it 9-5, every day. Your partners can count on you. They like seeing you show up at a game site. You understand your sport, have developed high-quality experience over the years, and put it to good use during game management situations. Integrity is a hallmark of the Grinder. He or she is rarely flustered. The Grinder does not get much attention, and that can bother him or her. He or she can feel overlooked, leading to issues with the crew. Grinders tend to have some stubbornness, adhering strictly to the rulebook, leading to judging others. Areas for the Grinder to pay attention to are mostly related to managing attitude and not feeling neglected or superior to crew members. Instead, the Grinder should make the extra effort to support crewmates and recognize their efforts on the field/court.

# ***WHAT'S YOUR OFFICIATING PROFILE?***

We hope you have a much better sense of it after finishing our quiz. Apply the tips and your game will rise to a higher level.