

# G.R.O.W. Coaching for Match Officials

“ I absolutely believe that people,  
unless coached, never reach  
their maximum potential ”

*Bob Nardelli*



# BEST PRACTICE

## WHAT WE NEED TO SEE MORE OF



"Coaching is about caring, connecting and communicating"

# KEY SKILLS



# GOAL

**GOAL** = pre-game referee shares their goals via chat / email.  
Limited to three goals for game.

Referee needs to be specific (see diagram).

These three things are what the ref coach will observe.  
If you don't know the goals for a match then you should **STOP** the process.



# REALITY

**REALITY** = during game, if live or if reviewing off video, take notes that you will then use to **trigger your questions you ask the ref post-game**.

The questioning is around understanding the referee and **their** reality of **their** performance based on their three goals. You would seek **their** views/feelings to see what self-awareness they have?

**REFEREE** then downloads thoughts, feelings and how they thought it went.

**COACH** repeats back what they are hearing and says, **“and what else”**. This continues until ref and coach have explored in depth with the coach paraphrasing what the referee shares each time.



“One of your goals was to have a controlled call and get great balance and a high ‘set’ at scrum time – talk us through how you felt things went”.

COACH

# OPTIONS

**OPTIONS** = this is the post-game task (+48hrs) by exploring what happened (reality) and what the referee could do next time we set up the go forward 'work on'.

**REFEREE** explains what they could do.

**COACH** then repeats back and then asks the referee if there are other options/ideas, etc.

Aim is to explore all possible options.

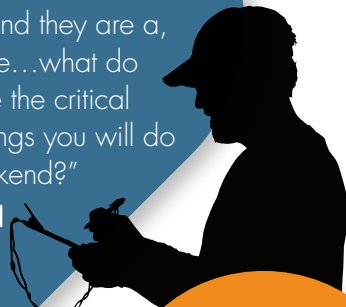


"So, you still think you need to get better balance between your calls at scrum time and a higher set so front rows have ability to adjust?"  
"What do you think you could do to achieve this?"

**COACH**


# WAY FORWARD

**WAY FORWARD** = so what will the referee actually **DO**, what will their focus be, what are their work on's?



"So, I've heard you say there are 4 or 5 things you can do better next time and they are a, b, c, d and e...what do you think are the critical couple of things you will do this weekend?"

**COACH**



"So you will do a, b and c. Let's role play that. Do you think you will give similar messages to front rows pre-game and at first scrum?"

"I will concentrate on slowing my call, watching the front row to make sure their feet have stopped moving before I go on to my next call and then call "set" loud. If I have issues with scrums going down, I will ask for "height" as my key communication."

This is the starting point of next coaching observation or coaching conversation eg; "you planned to do A, B and C... let's explore how that went"

# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_



What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---

# MATCH LEARNINGS / FEEDBACK

A handwriting practice grid for the letter 'H'. The grid is a large rectangle divided into five horizontal sections. The top section contains a solid outline of the uppercase letter 'H'. The middle three sections are identical and each contain a dashed outline of the uppercase letter 'H' for tracing. The bottom section contains a solid outline of the lowercase letter 'h'. The grid is designed to help students learn the correct stroke order and placement of the letter 'H' on a lined background.



# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---



---

---

# MATCH LEARNINGS / FEEDBACK

H	
H	

# ACTION POINTS

# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_



What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---

# MATCH LEARNINGS / FEEDBACK

A handwriting practice sheet for the letter 'H'. At the top center, there is a simple line drawing of a ladder. Below the ladder, there are four rows of dashed lines for tracing. Each row is contained within a rectangular frame defined by solid lines. The first row has a dashed 'H' shape. The second, third, and fourth rows are empty, with only the dashed lines visible. At the bottom center, there is another simple line drawing of a ladder, identical to the one at the top.

# ACTION POINTS

The image shows a large rectangular frame with a ladder icon at the top center and bottom center. The interior of the frame is divided into four horizontal sections by solid lines. Each section contains a dashed horizontal line and two dashed vertical lines, forming a grid for action points.

# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---



---

---

# MATCH LEARNINGS / FEEDBACK

H	
H	

# ACTION POINTS

	
-----	
-----	
-----	
-----	
	

# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_



What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---

# MATCH LEARNINGS / FEEDBACK

A handwriting practice grid for the letter 'H'. The grid is a large rectangle divided into five horizontal sections. The top and bottom sections are narrow and contain a solid outline of the letter 'H' centered within them. The middle three sections are wider and each contain a dashed outline of the letter 'H' for tracing. Each of these three sections is further divided into four vertical columns by dashed lines, with solid vertical lines at the far left and far right edges. This layout provides a guide for letter height and placement on the page.



# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---

# MATCH LEARNINGS / FEEDBACK

A handwriting practice sheet for the letter 'H'. At the top center, there is a simple line drawing of a ladder. Below the ladder, there are four rows of dashed lines for tracing. Each row is contained within a rectangular frame defined by solid lines. The first row has a dashed 'H' shape. The second, third, and fourth rows are empty, with only the dashed lines visible. At the bottom center, there is another simple line drawing of a ladder, identical to the one at the top.



# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_



What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---



---

---

# MATCH LEARNINGS / FEEDBACK

H	
H	

# ACTION POINTS

# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---

# MATCH LEARNINGS / FEEDBACK

A handwriting practice grid for the letter 'H'. The grid is a large rectangle divided into five horizontal sections. The top section contains a solid outline of the uppercase letter 'H'. The middle three sections are identical and each contain a dashed outline of the uppercase letter 'H' for tracing. The bottom section contains a solid outline of the lowercase letter 'h'. The grid is designed to help students learn the correct formation and placement of the letter 'H' on a page.



# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_



What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---

# MATCH LEARNINGS / FEEDBACK

A handwriting practice sheet for the letter 'H'. At the top center, there is a simple line drawing of a ladder. Below the ladder, there are four rows of dashed lines for tracing. Each row is contained within a rectangular frame defined by solid lines. The first row has a dashed line for the top bar, two vertical dashed lines for the legs, and a dashed line for the bottom bar. The second, third, and fourth rows have a dashed line for the top bar, two vertical dashed lines for the legs, and a dashed line for the bottom bar. At the bottom center, there is a simple line drawing of the letter 'H'.



# REFEREE SELF REVIEW AND COACH FEEDBACK FORM

**Game:** \_\_\_\_\_ **vs** \_\_\_\_\_

Date: \_\_\_\_\_

Venue: \_\_\_\_\_

Referee: \_\_\_\_\_

AR1: \_\_\_\_\_

AR2: \_\_\_\_\_

TMO: \_\_\_\_\_

Ref Coach: \_\_\_\_\_

## **Game Focus Areas (GOALS):**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What Worked and what didn't (REALITY):

---

---

---

What I learnt and what I need to think about for next time (OPTIONS):

---

---

---

What I will do next game (WAY FORWARD):

---

---

---

What I learnt about myself:

---

---

---

Coach Feedback (CRITICAL FEW):

---

---

---





