

Goal setting - know your current reality and what the critical few goals are that will make the biggest impact

SESSION STRUCTURE:

Question based which can be done as a large group or split off into smaller ones.

GOAL OF SESSION:

Get referees to understand why goal setting is important, how they can understand their current reality and then provide some examples of possible goals.

KEY MESSAGES:

1. Ask questions to help find your current reality
2. Focus on the 2 or 3 things that will make the biggest difference
3. Write up goals so they are SMART and can be reviewed by yourself and coach

RESOURCES REQUIRED:

- Whiteboard or flip charts with pens

SESSION:

- *Why set goals?*
 - Provide long term vision and short-term motivation
 - Give you something to chase
 - Provide focus / direction
 - Sense of accomplishment, boosting self confidence

- ***Where do the goals come from?***
 - Your big goal/vision
 - Then break that down to more short-term measures
 - Feedback from coaches, peers...
 - Self-reflection
- ***How do you understand current reality?***
 - Yourself, coach, other referees, players, coaches..."ask the question"
 - The 5 pillars of refereeing, where do you honestly sit under each of these?
 - Technical – The laws
 - Tactical – Game understanding
 - Management – How you control the game
 - Mental – The top two inches
 - Physical – Fitness and movement
- ***How many goals?***
 - Try limit to 2 or 3 that will give the biggest return
 - May change during the season
- ***How would you write a specific goal that a referee and coach can focus on and review?***
 - Goal must be SMART (specific, measurable, attainable, realistic and timely) and include:
 - What you want to achieve
 - How you will achieve it
 - Use positive statements
 - Write them down
 - Set mainly performance goals rather than outcomes goals
 - Outcomes goals may be your one big dream/vision (e.g. To be a Test referee)
- ***Examples*** (get the group to come up with some of their own examples first)

PILLAR	GOAL EXAMPLES	REVIEW QUESTIONS
Technical	Pass the law exam - I will do 1 hour of law exam preparation each week	Did I do 1 hour of law exam prep this week?
Tactical	Improve the relevance of my breakdown communication - I will observe the breakdown contest before I communicate	Did I observe before communicating at the breakdown today? How many times did I communicate when I didn't need to?
Management	Improve my scrum management - I will ensure at every scrum that I see stability at "bind" before I call "set" Improve my awareness of trends - I will keep the penalty count for the game in my head	How many scrums did I get stability before calling set? (stability / # of scrums) Did I keep the penalty count in my head, and did I know what it was after each quarter?
Mental	The mental pillar is a positive part of my game - I will do 10 mins of visualisation every Friday night before my games	Did I do the visualisation before my game?
Physical	Pass the bronco fitness test - I will run a practice bronco each week working towards a 5:30 time by 1st June	Have I been running a practice bronco each week and what have my times been?