



# Observer Report - Referee



Senior Referee		Country	
Second Referee		Country	
Jury/Observer		Country	

Date		Current License		Rating	
Competition		Communication in English		Graduation	
Place/Venue		Self assessment		Behaviour towards obs.	

Home Team		Away Team	
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	1. match half	2. match half	extra-time	penalty-shot-series		
Goals Scored	( - )	( - )	( - )	( - )	Result	-
Penalties	( - )	( - )	( - )	( - )	Total	-

	1. match half	2. match half	extra-time	penalty-shot-series
Tolerance level				
Degree of difficulty				

Description of the game and its character

1. Game management	Fail	Approved	Well approved	Very well appr.
Inspection Playing Field				
Inspection equipment and players				
Feeling for and understanding of the game				
Predictable and consistent line				
Quick, clear and reliable decision				
Acting as a game leader, assuming responsibility				
Whistles so the game is in the flow				
Cooperation with other Referee				
Communication with the teams - in situation				
Whistlings and signs				

2. Personality	Fail	Approved	Well approved	Very well appr.
Cooperation and in contact with Time and Scorekeeper				
Authority, charisma, appearance and acceptance				
Assertiveness and self-confidence				
Calm and consistent acting in critical situation				
Optical look, facial expressions and body language				
Resolute, courageous, not afraid to make unpopular decisions				
Communicative skills				
Consistent and not influenced by others, takes objective decisions				

3. Interpretation of the rules	Fail	Approved	Well approved	Very well appr.
Knowledge of rules				

Sensible use of advantage rule				
Handling of standard situations				
Is impartial, neutral fair				
Dealing with unsportsmanlike behaviour (protesting, assaults)				

<b>4. Movement and positioning</b>	<b>Fail</b>	<b>Approved</b>	<b>Well approved</b>	<b>Very well appr.</b>
Supervising of the goal line, players				
Split the responsibility				
Being in a proper distance from the situation / active positioning				
Able to anticipate what is going to happen next, avoids running unnecess.				
Physical shape, running style				

<b>5. Penalties</b>	<b>Fail</b>	<b>Approved</b>	<b>Well approved</b>	<b>Very well appr.</b>
Penalty quality, consistency and predictability				
Penalties shown clearly, punished player able to be indentified				
Limited discussion with players				
Right decisions about Personal Contact				
Right decisions about penalty 's (not missing important decisions)				

General comments and advices on performance	
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Points discussed with Referees / Summary	
Positive points/Areas of Strength	1. 2. 3.
Negative points/Areas of Improvement	1. 2. 3.

Date	
Signature Referee	
Signature Jury/Observer	
Signature Jury/Observer	
Signature Chief Jury	

**These marks must be justified by your later comments.**

<b>Referee level</b>	
3	A- License
2	B- License
1	C- License

<b>Communication in English scale</b>	
5	Excellent
4	Very good
3	Good
2	Satisfactory
1	Poor

<b>Rating scale (short term indicator)</b>	
9.0 - 10	Excellent (outstanding) performance
8.5 - 8.9	Very good (a highly recommendable) performance
8.0 - 8.4	Good (an efficient) performance
7.5 - 7.9	Satisfactory (significant points to improve) performance
7.0 - 7.4	Disappointing (quite unsatisfactory) performance
6.0 - 6.9	Poor (unsatisfactory) performance
5.0 - 5.9	Very poor (unacceptable) performance

<b>Graduation scale (long term indicator)</b>	
5	Exceed expectation
4	Tend to exceed expectation
3	Meet expectation
2	Tend not to meet expectation
1	Don't meet expectation

<b>Behaviour towards observer scale</b>	
3	very appropriate and open towards assessment
2	appropriate but reluctant
1	inappropriate, not able to take criticism

<b>Self assessment scale</b>	
3	self-assessment meets external assessment
2	self-assessment meets external assessment partially
1	self-assessment differs from external assessment in essential aspects

<b>Tolerance level scale</b>	
5	Allows almost everything
4	More allowable tolerance level
3	Average tolerance level
2	More strict tolerance level
1	Allows almost nothing

<b>Degree of difficulty scale</b>	
5	Very difficult match
4	Difficult match
3	Neither ordinary nor difficult match
2	Ordinary match
1	Easy match

**RATING SCALE:** At international level, referees are expected to achieve good performances. Therefore, a mark between 8.0 and 8.4 means that referees are doing their job according to standard expectations. A mark lower than 8 must be justified. The Jury/Observer must mention one or more significant points for improvement. Likewise, for a mark higher than 8.4, the Observer must mention particularly positive aspects. To merit a higher mark than 8.4, the Referee must have taken difficult and crucial decisions correctly. If, by an error of judgment and/or lack of control, the Referees Team influences the result of the match, the mark given to them must not exceed 7.5 in any circumstances.

**GRADUATION SCALE:** The Jury/Observer weighs the overall impression against his/her expectations. E.g. When we have an A-License Referee whistling a simple match, we would normally expect at least a "very good" performance. If they do not deliver (e.g. only "satisfying"), we are of course disappointed, and they may get graduation of 2 or even 1. Graduation is therefore a long-term indicator, whereas the rating scale are only short-term. Repeated graduations below/over the expectations defined for a certain referee level can affect their career in moving up or down among the ICEWH Referees' group.

**DEGREE OF DIFFICULTY:** The Jury/Observer must rate the difficulty of the match. This should reflect the demands made on the Referee during the whole match. In the Evaluation, the Jury/Observer must also record why the game was or became difficult to Referee. Previous incidents between two teams or an uncertain result (extra time) do not necessarily make a match difficult to officiate. A decisive factor is how the teams actually played.

## Development schedule

Match settlement		Strengths
Personality		
Interpretation of the rules		
Movement and placement		Things to be watched with
Penalties		
General advice and comments		

Jury: \_\_\_\_\_

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