

BEST PRACTICE #5

I use experienced officials wisely.



Experience cannot be taught, it must be lived.

Consider this short story about a young man's search for wisdom (in life, business, officiating, etc.):

"Tell me!" he cried. "What is the secret of wisdom?"

The Old Man replied: "Good judgment."

"But how do you get good judgment?" asked the young man.

The Old Man replied: "Experience."

"And how do you get experience?" the young man persisted.

"Ah," said the Old Man: "Bad judgment."

The challenge is developing newer officials by pairing them with more experienced veterans, but also stretching the newer official's abilities as he or she improves over time. There will be mistakes made along the way, but that is the nature of improvement and you must focus on pairing your officials well in order to increase your pool of experienced officials.

Veterans have much to offer in terms of how you strategically assign them (see mentoring/strategic assignments sections of this document).

- DO NOT assign officials just because they are veteran officials.
- Ability is more important than seniority in some cases depending on your objectives.

Becoming a Certified Trainer or Observer may be a good alternative for veterans with a wealth of experience, but who are no longer able keep up with the game.

Encourage the officials in the sunset of their careers to stay active in developing the next generation of officials by applying to one or both programs:

