Positive Charting – For Mentor Officials

Positive Charting is a great tool for experienced officials who are mentoring newer officials. Positive Charting is simple – but not necessarily easy. It requires effort, the effort to observe. As Yogi Berra is reported to have said, "It's amazing what you can see if you look."

When we're observing someone we tend to think that we add value by finding things that are done incorrectly and improving them. But it is equally important to find things that are being done correctly to reinforce them so that your fellow officials will continue them. Positive Charting is a method for increasing the number of "right things" that your fellow officials do. It also creates a wonderful positive atmosphere in which officials are more willing to work on the areas of their game that do need improvement.

Here's how Positive Charting works:

1 Write the name of the official you're mentoring in the box on the Positive Charting Form. If there is a specific action you want to look for with that person (for example, making crisp signals, hustling to get into position) write it in the space marked "Look-For."

2 Look for the positive things your fellow official does. Whenever you see one, jot a note under the official's name (over time you'll develop your own shorthand. The key is to write enough so you'll remember it when you get to step #4 below.) Remember to look for crew-building things that officials do to support each other as well as their physical actions.

3 Be honest. Don't write something that is not true. This is the hard part – you have to find specific positive things to comment on.

4 After the competition is over and your fellow official has completed his/her duties, take time to sit with him/her to debrief what you saw. Use your positive charting form to give specific feedback on what he/she did well.

Positive Charting *continued*

Official's Name: _____

Look for: _____

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Notes: _____

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Official's Name: _____

Look for: _____

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Notes: _____

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