



# Mentoring in Athletics



# Future Accreditation

All Australian Athletics Officials (Little Athletics and Athletics Australia) will be accredited using a common system.

**Levels of Attainment will allow officiating at:**

Level 1 – School and Centre Meets

Level 2 – State Competitions

Level 3 – National Championships

Level 4 – Area (Oceania) Athletics

Level 5 – International Athletics



As part of the new Accreditation Scheme the NSW Officials Joint Working Party is proposing the development of a mentoring program that will include both **formal** and **informal** aspects to assist all athletics officials

**Why do we need to implement an Official's Mentoring Program?**

# Purpose of the Mentoring Program in Athletics?

The mentoring program is primarily about:

- ❖ developing a strong support system for beginning officials
- ❖ providing support and opportunities for officials to advance in the sport
- ❖ allowing officials to develop competencies as part of their accreditation process
- ❖ enabling mentors to have the opportunity to contribute to the growth and development of aspiring officials
- ❖ widen the contribution of experienced officials

# What is a Mentor?

For the Mentee:

- Advisor
- Guide
- Coach
- Role Model
- Trusted confidant
- Person willing to advise, challenge and support in the gaining of experience and ability.

# What is a Mentor?

A mentor is:

- a person who is willing to share their knowledge, experience, skill and materials to nurture others so they can gain expertise and operate confidently as an official
- A role model who represents the skills, the knowledge of a good official and has a willingness to take a personal interest in the development of others

# Mentor Selection

It is proposed to have a process that will aid the provision of suitable mentors to new officials and those officials seeking higher qualifications.

We envisage:

- Development of a mentor registry detailing
  - experience
  - level of accreditation
  - areas of expertise

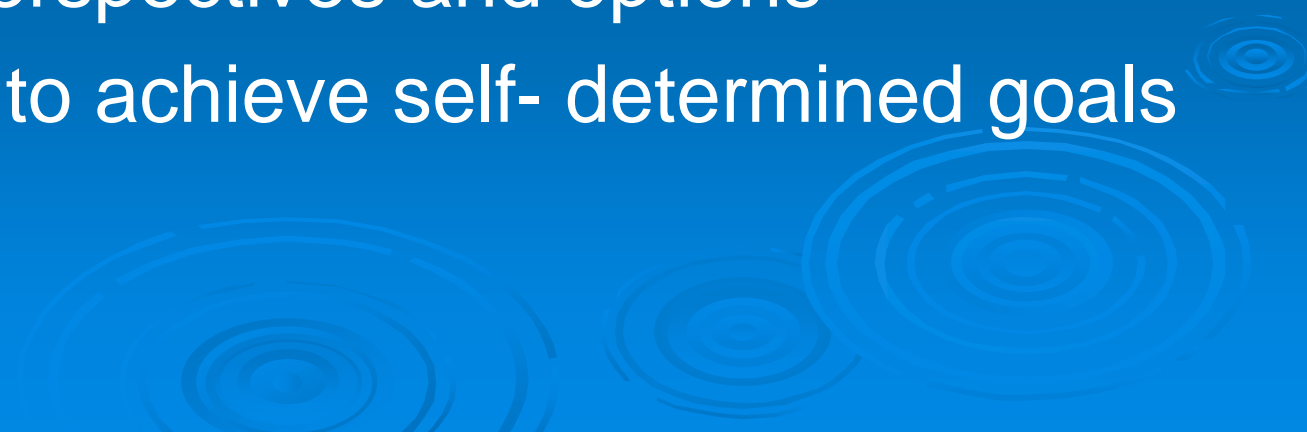
# Mentor Selection

- Needs to be a person whose own level of experience is sufficient to enable them to guide the official being mentored
- Needs to be a person with sound interpersonal skills
- Mentors need to be chosen with care since they will be the primary point of contact when advice is being sought.
- A mentor needs to be:
  - ✓ knowledgeable
  - ✓ open minded
  - ✓ constructive



# What should a mentor expect from a mentee?

The mentee should:

- Drive the mentoring relationship and process
  - Set the agenda in consultation with the mentor
  - Be open to discuss issues candidly and consider a range of perspectives and options
  - Take actions to achieve self-determined goals
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# The Mentoring Process

The mentoring process can be either informal or formal in nature.

## INFORMAL

Discussions held between two officials/a team while working on an event as to how to improve practical performance.

## FORMAL

- Used to assist new officials to improve performance in a structured manner
- Used to assist experienced officials to gain higher qualifications

# The Mentoring Process

## FORMAL - Stage One

- Build a positive relationship between mentor and mentee  
*(If relationship is not working, mentor or mentee can inform the relevant officials committee and a new partnership will be arranged)*
- Agree on the confidentiality of the relationship – establish ground rules
- Ensure statements are constructive – especially when performance of mentee falls well short of expected norm
- Ensure that guidance includes – empathy, positive comments, directions for amending practice, suggestions for improvement, but above all

**BE REALISTIC and HONEST**

# The Mentoring Process

## FORMAL - Stage Two

- Develop an “open” approach to feedback
- Dialogue, either on the day or as part of a follow-up, needs to be clear and constructive
- Officials being mentored need to know what went well and how to improve.



# Being Constructive

- Your personal credibility with the official you are mentoring is built on
  1. Identifying strengths and areas for development
  2. Being able to accurately advise how to improve
  3. Being able to communicate well both
    - orally, and
    - in writing (when required)

# REMEMBER

As a mentor, you are:

- Not a dictator
- Not an assessor
- Not a reporter
- **AN EXPERIENCED, TRUSTED AND HELPFUL ADVISOR**
- **The person who can make this an enjoyable and meaningful experience**

# At the end of the Season

Working Party thoughts about the process

- Discussion held between mentor and mentee to assess progress & areas for further development
- Decision made by both parties as to whether the formal mentoring process should be continued
- Results of discussion become basis of written report to relevant officials committee signed and dated by mentor and mentee

NAME (MENTEE): \_\_\_\_\_

NAME: (MENTOR): \_\_\_\_\_

AREA OF SUPPORT:      TRACK                  JUMPS                  THROWS                  OUT OF STADIA

(Circle as appropriate)      ADMINISTRATION                  TECHNICAL                  WALKS

Progress:

Agreed areas for further development:

Other Comments:

Signed:

\_\_\_\_\_

Mentor

\_\_\_\_\_

Mentee

Dated: \_\_\_\_\_