



NATIONAL OFFICIALS' COMMITTEE PROVINCIAL LEVEL 3 EVALUATION GUIDELINES

Competency	Description of standard or criteria	Examples
Demonstrated Leadership	1. Demonstrates leadership with team members through appropriate dress and demeanour.	professional appearance, proper uniform, armband, professional behavior
	2. Fosters teamwork through mentoring of all team members and volunteers.	consults team members, approachable, do team members consult the person being evaluated
	3. Assigns team member roles appropriately.	maximizes the performance of the team
	4. Monitors activities of the team.	observes what is happening with the team and makes changes if required
	5. Encourages participation and input of all team members.	approachable, asking questions of team members, seeking input from team
Ability to Manage Team Performance	6. Acts in a collaborative manner with other team members.	involves team members in activities of the event
	7. Adopts an open-minded, flexible approach when working in a team environment.	open to suggestions, able to make changes where appropriate
	8. Facilitates resolution of disputes in an appropriate manner in all aspects of the competition.	not only listens to team members, but also to athletes and coaches
Demonstrated Administrative Skills	9. Knows how to locate information in the World Athletics Rulebook as well as other relevant rulebooks in a timely manner.	quickly finds information in the relevant rulebooks
	10. Ensures appropriate paperwork is available prior to each session and what to do with it.	knows proper paper flow, how to use it and what to do with it after the event
	11. Makes decisions effectively concerning organizational matters.	knows how to adjust the timing of the event, where appropriate
Demonstrated Observational Skills	12. Identifies appropriate risk management practices to ensure a safe environment.	aware of safety of athletes, officials, volunteers and spectators at event site as well as adjoining event sites
	13. Carries out observations in accordance with competition in regard to risk management.	constant supervision of activities at the competition site(s)
	14. Uses direct observation (sight and sound) to inform decision making.	ensures appropriate placement of equipment at the event site
Demonstrated Knowledge and Application of Technical Matters	15. Knows the rules and regulations and applies them in a consistent and accurate manner.	demonstrates a sound working knowledge of the rules
	16. Demonstrates correct procedures when dealing with event chiefs and referees.	proper communication by knowing who to consult with and when during the competition
	17. Demonstrates correct positioning and skills as an event judge or equivalent.	safe and correct position to provide optimum view of the event
	18. Follows the correct procedures in the case of a rule infringement.	know appropriate signals, paperwork required, process, explains to officials how to fill out paperwork
Demonstrated Communication Skills	19. Communicates competition observations in a clear, concise and effective manner.	appropriate signals, efficient use of voice
	20. Demonstrates effective listening skills.	able to listen to others and does not interrupt the discussion
	21. Communicates with athletes, coaches, other officials and volunteers in a clear and respectful manner.	able to talk to others in a calm, clear voice