



Mentor : Mentee (2026) Refresher

A content slide with a white background and a black border. It features the same abstract orange and red graphic as the previous slide. The text "Mentor : Mentee (2026) Refresher" is written vertically on the left side. The main title "Mentor : Mentee (2026) Refresher" is centered at the top. Below the title is a bulleted list of five items. A faint watermark "AC2014" is visible in the upper right corner.

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- Welcome and introductions
- Review role of mentoring
- Review mentoring process
- Questions and answers
- Wrap-up

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Role of Mentoring Program

- **Focus on**
 - Retention of current officials
 - Upgrade/expand the upgrading of officials
 - Assist officials become the best they can/want to be

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Mentor Program Overview

- **Support officials in developing their own competencies in their chosen event disciplines:**
 - Share knowledge—acquired wisdom and expertise
 - Listen and guide
- **Addressing:**
 - Navigating the certification pathway
 - Integration into the community of officials

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Mentoring Approach

- **Plan the year:**
 - Annual goal(s)
 - Activities to achieve goal(s)
- **Monitor:**
 - Progress against plan
 - Questions
- **Techniques:**
 - Individual style
 - Reference & suggestions—Mentoring WG via Jacob; internet (e.g., TED Talks)

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Mentoring Relationship Cycle

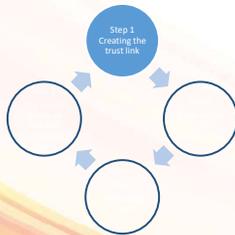
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graph TD
    S1((Step 1)) --> S2((Step 2))
    S2 --> S3((Step 3))
    S3 --> S4((Step 4))
    S4 --> S1
  
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- Step 1
Initial meeting
- Step 2
Plan year / season
- Step 3
Check in during season
- Step 4
Debrief season vs. plan
Discuss interests for next year

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Mentoring relationship cycle



Step 1 Creating the trust link

- Initial meeting
- Explore background and interests
- Confirm records on file
- Submit Kick-off Report

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Mentoring relationship cycle



Step 2 Exploration of possibilities

- Set expectations for year
- Explain upgrading pathway requirements and current status on pathway
- Map out season for meets—put in calendar and Officials Management System
- Maintain log or notes of key points discussed

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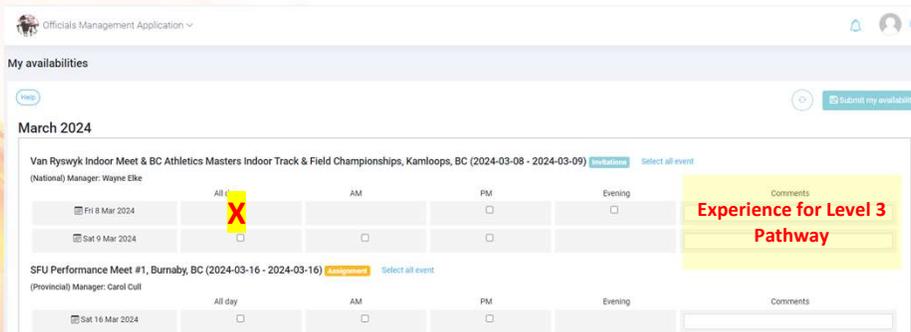
Step 2: Set expectations (plan) for the year

- What does the mentee wish to achieve?
 - Development—more responsibilities and decision-making?
 - Maintain—continue to officiate and contribute to the community?
- How much availability to officiate and gain experience?
 - Work, home and personal commitments
- Ability to travel for experience?
 - Within region, within Province, within Canada

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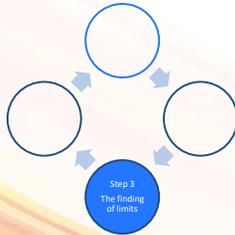
Step 2: Map out season for range of experience

- Put in calendar and Officials Management System



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Mentoring relationship cycle



Step 3 The finding of limits

- Check in during season (2-3 times)
- Debrief experiences and progress against plan
- Address questions and issues
- Request evaluation (when ready)--website
- Encourage continue on pathway
- Encourage participation in officiating community

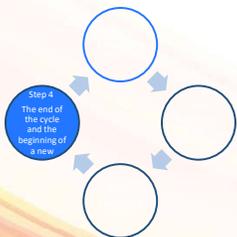
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Step 3—check in during season

- Personal preferences
 - Coffee
 - Phone call / email
 - Work together at meets
- Coaching?
 - Mentor can act as coach and help develop skill
 - Mentor can suggest other sources to develop skills (e.g., diversity of experience and skills development)

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Mentoring relationship cycle



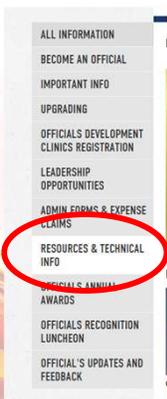
Step 4 The end of the cycle and the beginning of a new

- Debrief season vs. plan
- Discuss interests for next year
 - Upgrading
 - Other—clinician, mentor, evaluator

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Mentoring resources

- BC Athletics website—process



- Internet—tips and techniques (YouTube, TED Talks)

Mentorship Resources

- Level 3 Evaluation Form Guidelines
- Kick-Off Report
- Mentor Handbook & Notes Template
- Request an Evaluation



Mentorship Comments Box

Please let us know if you have any questions, comments, or suggestions!

Comments Box *

Optional - Your Name

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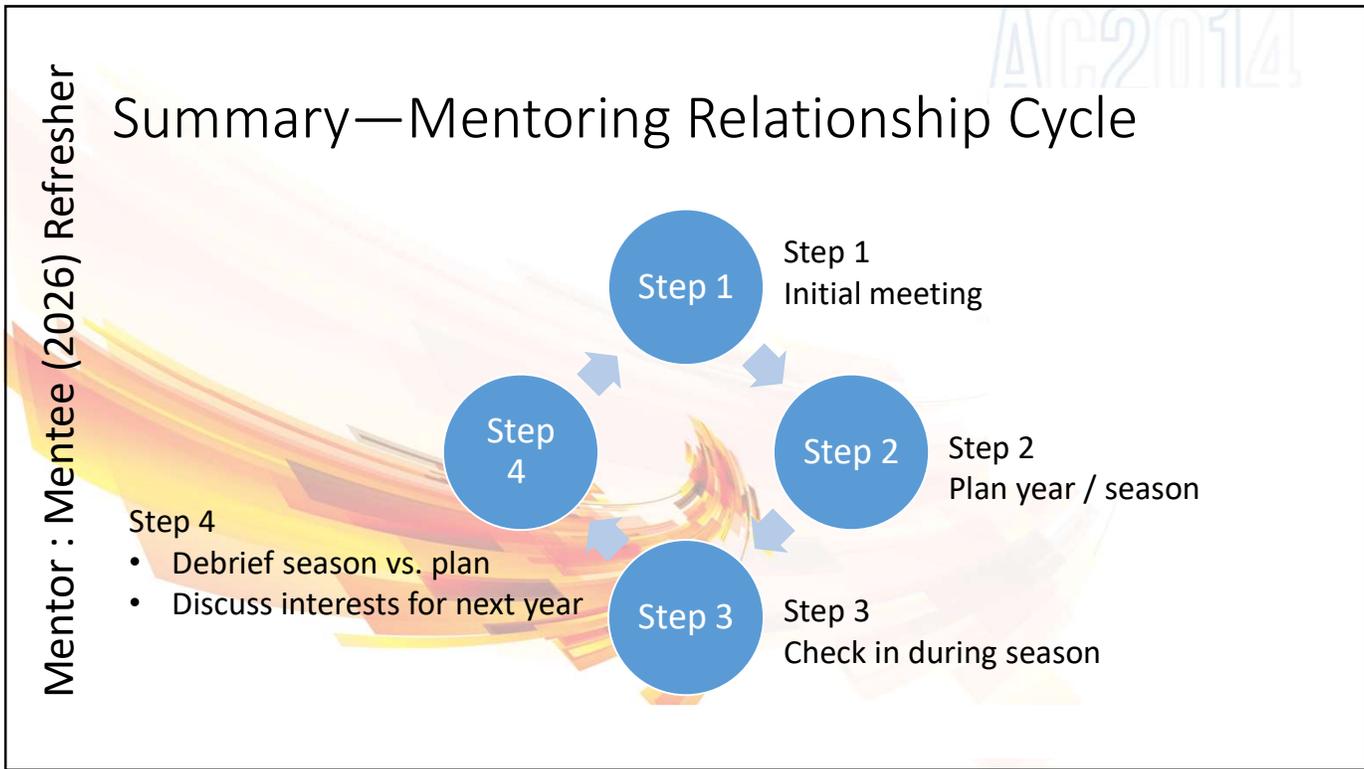
NOC Evaluation Criteria

Leadership	Manage Team Performance	Administration Skills
Observation Skills	Know & Apply Technical Matters	Communication Skills

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Mentor Reporting

- Kick-off report—by April 15 (Mentor)
 - Confirm meeting
 - Identify plans for upgrading
- Request evaluation (Mentor)
 - Confirm mentee ready for evaluation



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The End



Mentoring Program



OUR FIRST MEETING

MENTEE NAME:

PHONE:

EMAIL:

DATE:

CURRENT LEVEL
(CERTIFICATIONS)

HOW YOU HAVE HEARD ABOUT US:

EXPERIENCE IN A SPORT, IF YES WHICH ONE:

EXPERIENCE WITH OUR SPORT:

INTEREST TO PROGRESS:

OTHER RELEVANT COMMENTS:



Mentoring Program



EXPECTATIONS FOR THE YEAR

MENTEE NAME:

PHONE:

EMAIL:

DATE:

WHAT DO YOU WISH TO ACHIEVE THIS YEAR (e.g., experience, upgrading)?

WHAT IS YOUR AVAILBILITY TO OFFICIATE AND GAIN EXPERIENCE (e.g., work, personal commitments)?

WHAT IS YOUR AVAILBILITY TO TRAVEL TO GAIN EXPERIENCE (e.g., within region, province, country)?

WHAT SUPPORT and/or RESOURCES DO YOU NEED TO ACHIEVE YOUR GOALS FOR THE YEAR (e.g., clinics, experience)?

HAVE YOU UPDATED THE OFFICIALS MANAGEMENT SYSTEM (OMS) WITH MEETS OF INTEREST TO GAIN EXPERIENCE?

Yes

Not at this time

OTHER RELEVANT COMMENTS:
