



The 'HOW-TO' of Mentorship

Here's How

Within the Soccer Federation, mentorship sessions are now being offered to referees.

Mentoring sessions will be assigned based on the availability schedule you have provided and after you have accepted the following month's schedule. You will only mentor middle officials.

There are a few variations when it comes to how the Mentorship session can be conducted. The Mentor prints the Referee Development Program form, either attached or also available on the CSF web-site.

1. Mentor takes that form to the game where he/she is mentoring and fills out the form,
OR
the Mentor makes notes and types that information on the form later.
2. The Mentor decides with Mentee when to discuss observations made: at a certain place and at a certain time,
OR
determines a time to call (within 48 hours).
3. The completed form can be sent via email to the Mentee and to the Referee Scheduler [ref.scheduler@subwaysoccercentre.com],
OR
the form can also be submitted to the CUSA office who will then forward it to the Mentee and the Referee Scheduler.

Please note previous instructions from RAC on where the Mentor is to be located (public viewing area).

Background Information

Mentoring is a brain to pick, an ear to listen, and a push in the right direction. John Crosby

Mentoring is about one person helping another to achieve something. More specifically, something that is important to them. It is about giving help and support in a non-threatening way, in a manner that the recipient will appreciate and value and that will empower them to move forward with confidence towards what they want to achieve.

Mentoring is also concerned with creating an informal environment in which one person can feel encouraged to discuss their needs and circumstances openly and in confidence with another person who is in a position to be of positive help to them.

The mentoring partnership is an agreement between two people sharing experiences and expertise to help with personal and professional growth.

In its simple form, mentoring is people helping people grow and develop.



What does it take to be a Mentor?

- Desire
- Time
- Experience/Wisdom

What are Mentor Responsibilities?

- Share insight
- Expand mentees network
- Act as a sounding board
- Assist mentee with setting goals
- Provide feedback

What does the Mentor get out of it?

- Pass on successes
- Practice interpersonal & management skills
- Recognition
- Satisfaction of giving

What are Mentees' Responsibilities?

- Willing to learn
- Able to accept feedback
- Willing to "stretch"
- Ability to identify goals

What does the Mentee get out of it

- Listening ear
- Valuable insight
- Understandings of strengths and opportunities for improvement
- Doors opened
- Different perspective

Mentorship vs Assessment

Mentoring session: an experienced advisor provides guidance and instruction to help the referee improve knowledge and skills or meet other identified goals.

Assessment: an assessoran appraisal, evaluation, or measurement, for the purpose of determining the appropriate rating of a referee.

Note: The objectives or goals of the two processes are entirely different. Mentorship seeks to provide guidance with the goal that the referee improve his performance in specific areas, while the assessment is a performance review with the goal of determining the appropriate rating for that referee.