

Referee Coaching Night

Wednesday 24th May 2023

E&D Litis Stadium, Mount Hawthorn

Adrien Liechti – Referee Support Officer

Colin Duncan – Referee Strategic Lead

Coaching Night - May



Preferred Equipment Supplier

- Football West's preferred supplier of refereeing equipment
- sales@essentialref.com.au / 0490 404 915
- Cards, communications, flags, organisers, watches, whistles etc.



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Administration

Colin Duncan – Referee Strategic Lead



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Squadi

- 🚩 Ongoing updates which now operate in a 3-week cycle
 - 🚩 2 weeks creation and implementation
 - 🚩 1 week testing, before full roll out Thursday morning
- 🚩 Latest update has included: Refereeing teams incl. contact details, viewable team sheets prior to kick off.
- Update to come – 3,2,1 Votes (this weekend).
- Please provide feedback for improvements. Squadi are willing to listen and implement new ideas.

Other

🚩 Incident Reports – please ensure these are completed in Squadi. Send-off to players or coaches. Game abandoned, etc.

🚩 Ensure to provide as much detail as possible.

Player	████████████████████
Description	Red card. Threatning behaviour to the referee.
Photos	

Unconscious Bias

Colin Duncan – Referee Strategic LEadfficer



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What is Unconscious Bias

What does this mean?

- Our brains make quick judgments at an unconscious level before we are even aware that we are making a decision. Do you agree?



Do you know?

The average time it takes a recruiter to review your resume is 7 seconds.

You are likely to spend twice as much time tying your shoelaces!

We receive

11 million

bits of information
every moment



We can consciously
process

40 bits

of information



Therefore,

99.9%

of our thoughts are
unconscious



Quick test

- 🚩 A bat and ball together cost \$1.10
- 🚩 If the bat costs \$1.00 more than the ball, how much does the ball cost?
- 🚩 Did you guess ten cents?
- 🚩 Most people get the answer wrong and say ten cents, when the answer is actually five cents.
- 🚩 When you try to be quick, you might say ten cents as you rely on the unconscious minds instinct, rather than the analysis of the conscious.
- 🚩 When we bring the conscious mind into the game, we realize that if the ball were to cost ten cents the bat alone would cost \$1.10 but the \$1.10 is the total cost of both items.

🚩 Did you get the answer right?

If so, you have experienced how unconscious bias affects your judgment and behaviour.
It turns out, that bias is not limited to simple math quizzes.

Your unconscious bias similarly affects your behaviour and judgment on the football pitch too.

A couple of sub-conscious considerations

- 🚩 Failing to solve a riddle during a lunch break is no big deal, but you are likely to rate someone's thinking higher simply because you are holding a cup of warm drink in your hands.
- 🚩 Allowing the unconscious to influence you beyond your conscious awareness can be dangerous and counter productive.
- 🚩 A player may not receive a yellow card because the referee “know” the player is a good person.
- 🚩 A referee awards a penalty kick because the player that was brought down does not feign injury or simulate contact.



Do you know?

Unconscious bias can make you unintentionally sabotage a person's career and leads to generally poor decisions in the workplace.

You do not see the world objectively.

Instead, you see the world through the lenses of all experiences you have ever had and biases that quietly blur the thoughts you hold.

Because of this, you hold **stereotypes**, have **prejudices**, and **discriminate** even when you do not want to.

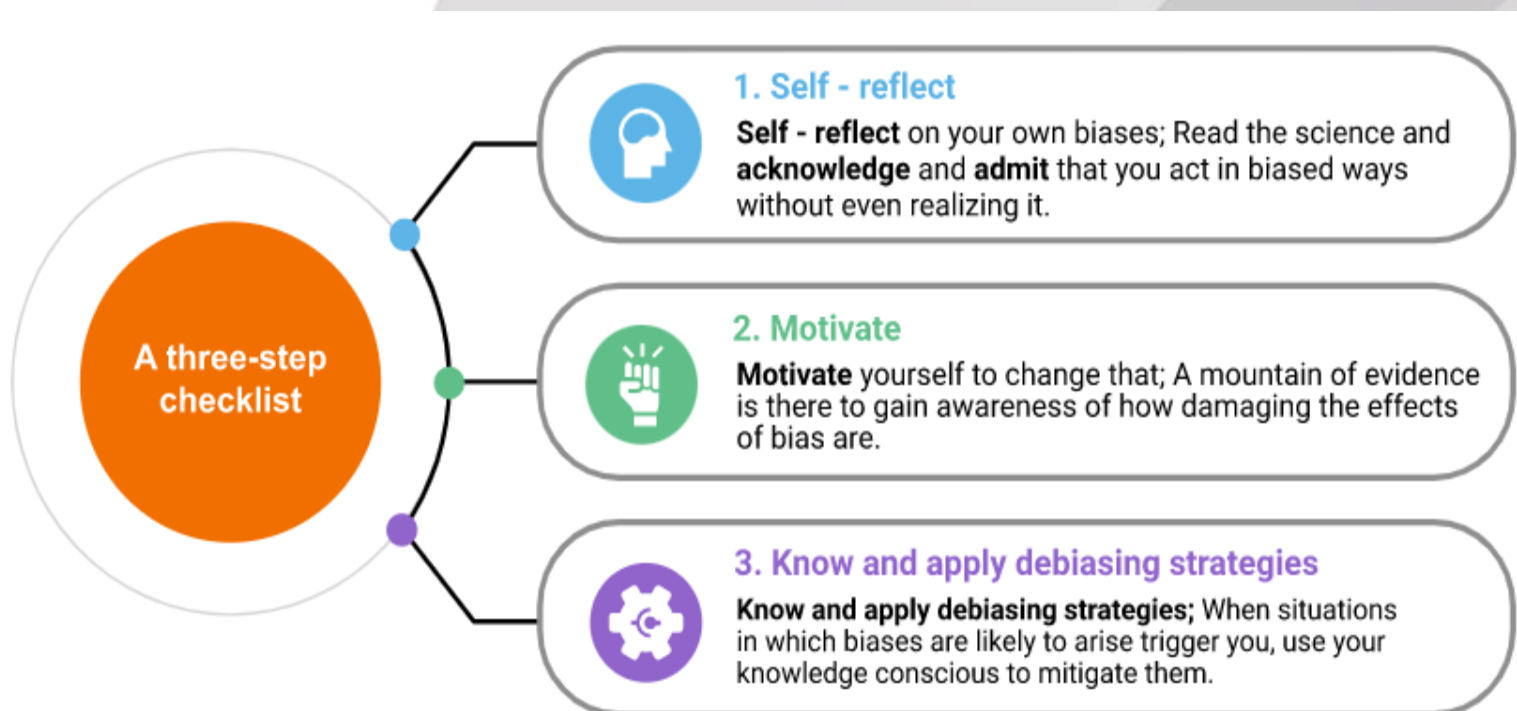


Do you know?

Biases are subtle: even when you seek to be fair in your judgment of others, you might end up making decisions that create an unequal world for those around you.

- 🚩 Fortunately, the conscious stereotypes we hold have somewhat changed through time.
- 🚩 Merely 33% of Americans reported they would vote for a female president in 1937, however, in 2007, that figure was up to nearly 90%, in 2023 that figure has increased to +95%
- 🚩 But unfortunately, **not all stereotypes are conscious**. Even when you seek to be as fair as you possibly can in your judgment of others, you might end up making decisions that create an unequal world for those around you.

Recognising Biases

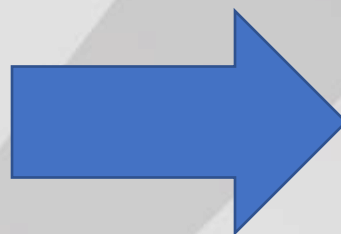


If you follow the plan, you will get better at recognizing bias in workplace situations and be equipped to respond appropriately and on time. Learning the practical bias-fighting techniques may help **make better decisions and decrease acts of unintentional discrimination** during your footballing career, the workplace and beyond.

What do you see?

ABC

What about now?



12
ABC
14

This example portrays the importance of **context**. In this situation, our brain here relies on the context, either that of letters or of numbers, helping you read both sequences fast without analyzing the ambiguity at hand.

When faced with uncertainty, the 'emotional brain' has our back.

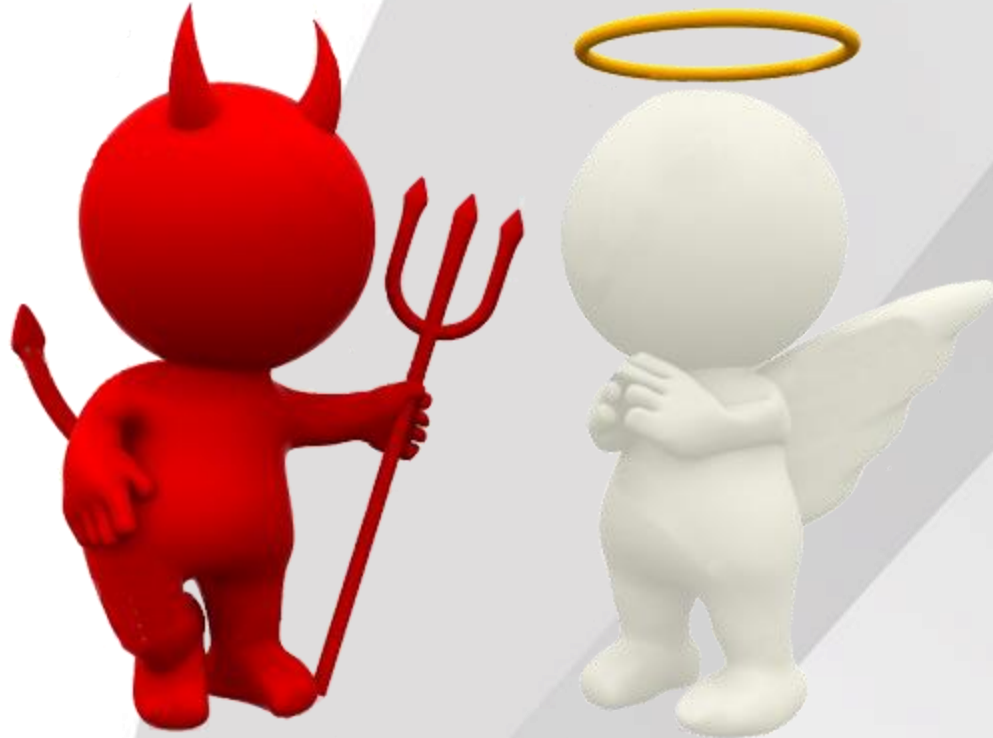
It bets on an answer based on the experience we have or the context we are given, and it does so quickly. While this is very useful for us in most cases, emotion tends to be insensitive to both the quality and quantity of the information.



1. Self - reflect

Self - reflect on your own biases; Read the science and **acknowledge** and **admit** that you act in biased ways without even realizing it.

Halo and Horns



This is how we jump into the trap of a bias. If you have ever judged someone's overall competency at a job or on the football pitch as high, based on a single intelligent conversation or experience, you were then a victim of a cognitive bias called the **halo effect**.

The halo effect describes an error in reasoning based on one trait you know of the person in question.

The emotional Brain v Rational or thinking Brain



You know that the woman is outside and not indoors and that she is happy. You also didn't have to put any effort to understand this **This is your Emotional part of your brain at work**. It makes automatic judgments while relying on associations we hold in our minds.

It allows us to reach decisions swiftly. This definitely serves an adaptive purpose, however, it can be damaging at times! **Swift decisions can often lead us to judgments about people**, causing us to wrongly assess their competence, for example, judging an interviewee sitting at the other side of our table just by appearance.

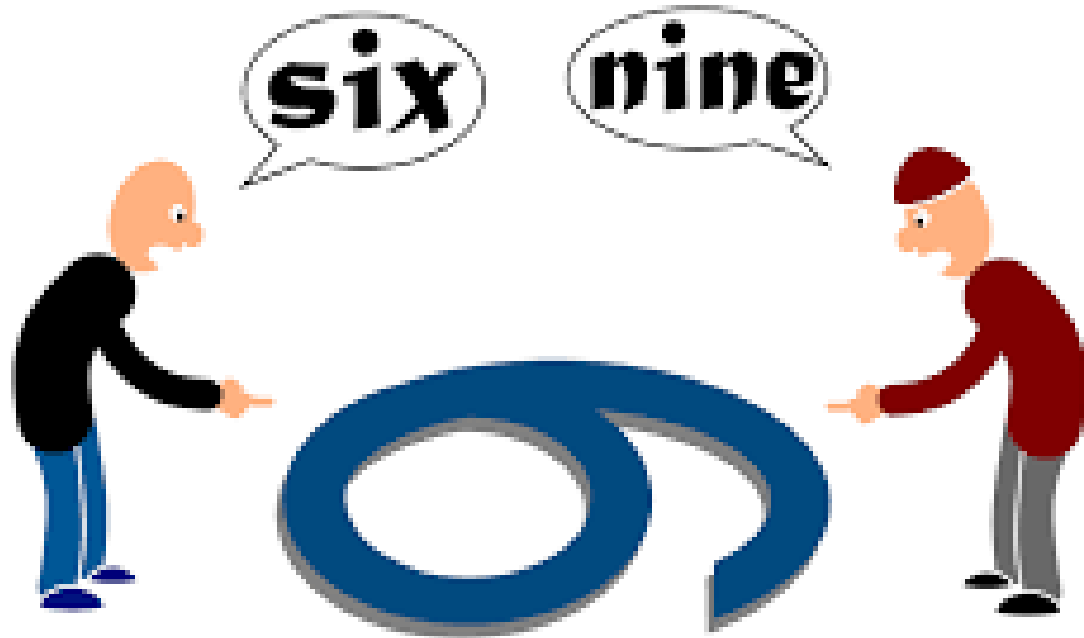
Emotions makes us more likely to incorrectly answer the bat and ball problem from the introduction of this course.



“What we do see depends mainly on what we look for. In the same field the farmer will notice the crop, the geologists the fossils, botanists the flowers, artists the coloring, sportsmen the cover for the game. Though we may all look at the same things, it does not all follow that we should see them.”

- John Lubbock

What do you see?



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Any Questions?



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Break

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Communication

Stewart Beattie – NPLM Referee



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Referee Pre-Match Instructions

Clip 1



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Clip 2 – Armadale v Perth Redstar FC u20



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Clip 3 – Western Knights v Gwelup Croatia



Late tackle by G8 in the 43rd minute (42.58 in video)



Warranted a YC and a stronger whistle (persistent infringements by Gwelup players)

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Clip 4 – Olympic Kingsway v Balcatta

Tackle by BE#9 in the 45+1 minute player shown a YC



warranted a RC for Serious Foul Play

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Clip 5 – Perth SC v Cockburn CSC

Perth 14 correctly received a YC for a reckless tackle in the 35th minute.



consideration should have been given to a YC to Cockburn 47 who ran in from some distance and pushed Perth 14 (see video at 34.34).

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Clip 6 - Mandurah v Gwelup Croatia



What happened at the second corner, and who from Mandurah touched the ball?

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Any Questions?



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EssentialRef Raffle



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