

*The broader the
base, the
stronger the
peak*

Why Be A Mentor?

- **It is payback for the help you received**
- **Improves your own officiating skills**
- **It gives you a sense of appreciation**
- **It helps the sport you love**
- **Improves the quality of officiating**
- **Aids your association with a greater, more knowledgeable officiating base**
- **It is rewarding!**

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USATF Track & Field



*Affirmative
Development*
Officials Guidelines



www.usatf.org

Affirmative Development

The vision of the Affirmative Development Committee is to assist associations in creating a broader base of officials by recruiting and mentoring qualified officials that reflect the diversity of age, gender and race within the USATF organization.

What is an effective mentor?

An official who:

- welcomes newcomers into officiating
- takes a personal interest in their development and well-being as an official
- willingly shares their knowledge, materials, skill and experience with those they mentor
- offers support, challenges, patience and enthusiasm while they guide others to new levels of competence
- points the way and represents tangible evidence of what one can become
- exposes the recipients of their mentoring to new ideas, perspectives and standards, and to the values and norms of officiating correctly and how to be athlete friendly
- is an expert in terms of knowledge but views themselves as equal to those they mentor

Should I be a mentor?

There is no single ideal profile but the following are qualities that most good mentors have:

- Experts in their field
- Demonstrated skills in their field
- Earned respect of colleagues

When are mentors needed?

- Help new officials with information
- When officials are given new jobs or assignments
- Help promoted officials adjust to new level responsibilities

Mentoring of the upgrading official

- is different and more challenging
- requires a more hands on effort and in depth discussions
- offers support, challenge, patience and enthusiasm while guiding others to new levels of competence particularly in the area of problem solving
- prepares the official to become a role model and positive example to less experienced officials

We as officials are naturally giving of ourselves and what is most precious, our time, to the sport in which we are committed . This gives us the perfect base for becoming a mentor!

Every association can develop a mentoring program to increase its diversity and officiating base.

Opportunities for Mentoring

Meets

- *Ride sharing
- *Event Preparation & Venue Safety
- *Hands on Experience
- *Evaluation, & sharing of solutions
- *Tell your story

Clinics

- *Help answer questions- rules, meets, equipment

Introduction to other officials in our sport

Advocate for Certification



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