



### Observation of Planning and Preparation — Umpires

D	C	B	A
<p>Disorganised – e.g. No pre-match planning or no understanding of the Rules and Regs</p> <p>Poor time management, e.g. arrives too late for discussions with colleague, captains, etc.</p> <p>Little or no awareness of their environment e.g. the need to liaise with groundsman</p> <p>No understanding of the impact of their behaviour or of their smartness on and off the field</p> <p>No understanding of the need to create a confident, professional image</p> <p>Inconsistent with colleague's appearance or competitions expected standard</p>	<p>Incomplete pre-match planning</p> <p>Unsure of the requirement or need to involve others e.g. groundsman in pre-match routine</p> <p>Evidence of awareness of potential problem areas</p> <p>Dress lacks attention to detail (dirty shoes, un-ironed clothes)</p> <p>Authority is overstated, demeanour often self-oriented, manner is OK but neutral</p>	<p>Arrives in timely manner, prepared and well organised.</p> <p>Aware of needs, talks to groundsman and others as part of their pre-match routine</p> <p>Professional, preparation for the match</p> <p>Develops effective relationships with key personnel, establishes clear authority with a minimum of fuss</p> <p>Demonstrates confidence by appearance and demeanour and is accepted by captains and players</p> <p>Agrees with colleague the key area strategies, tolerances and standards to be discussed with captains when supervising the toss.</p> <p>Meets captains &amp; scorers, shares relevant information confidently, and agrees procedures with colleague</p> <p>Aware of perceptions, invariably smart and maintains professional image throughout the match</p>	<p>Has clear plan and robust strategies to, manage matches effectively e.g. anticipates potential issues and concerns and plans how to handle these.</p>



<b>Technique and Fieldcraft — Umpires</b>			
<b>D</b>	<b>C</b>	<b>B</b>	<b>A</b>
<p>Self-important, enjoys being 'in charge'</p> <p>Draws attention to self and adopts non-textbook techniques or unnecessary eccentricities</p> <p>No visible and visual 'checks'</p> <p>Unclear, inconsistent or inaccurate signals, no signal to colleague, missing pre-signal</p> <p>No anticipation</p> <p>No pattern to crossing over for left-handed or right-handed players</p> <p>Excessive head movements at point of delivery</p> <p>Lacks appreciation of 'best' and 'safe' positioning</p> <p>Poor eye contact, negative posture (head down), uncharacteristic movements (folding arms), impulsive actions, acts alone</p> <p>Narrow focus and failing basic techniques</p> <p>Hunched shoulders, Lack of eye contact Constant fidgeting, Little or no enjoyment in evidence, may be overly officious</p> <p>Inaccurate decision-making or decisions betray a lack of confidence</p>	<p>Executes the basic techniques effectively but routines are inconsistent</p> <p>Good and clear signals, but occasionally casual</p> <p>Pre-signal inconsistent, slapdash, or on the blindside of the scorers</p> <p>Does not always move at bowler's end and may be caught out of position</p> <p>No real pattern to his movements but gets to appropriate side most of the time</p> <p>Stands too deep at either end without good reason</p> <p>Stands too close at Bowler's end</p> <p>Confidence is growing, but sometimes overdoes the conversations with players</p> <p>Retains composure and recognises the support of their colleague</p> <p>Carries players' hats, sweaters, glasses etc. in a way that spoils the image</p> <p>Constantly busy, may be distracted and not fully focused on the important aspects of the game.</p>	<p>Alert, Professional, smart, and confident</p> <p>Clear, consistent, accurate, timely, unambiguous calls and signals without eccentricity, clear and timely pre-signal</p> <p>Maintains positive approach and eye- contact, reasonable authority</p> <p>Has clear established routines and appropriate, timely communication with colleague</p> <p>Best and safe positioning at all times and static to adjudicate run-outs</p> <p>Actively checks his positioning</p> <p>Confident posture, remaining calm and composed, confident decision-making</p> <p>Working with colleague, and demonstrates effective listening skills</p>	<p>Appropriate level of self-confidence</p> <p>Has sense of anticipation and awareness</p> <p>Extremely calm under exceptional pressure Unseen yet not invisible</p> <p>Always goes to the appropriate side</p>



<b>Man and Match Management - Umpires</b>			
<b>D</b>	<b>C</b>	<b>B</b>	<b>A</b>
<p>Becomes the centre of attention or hides behind colleague</p> <p>Poor knowledge of Laws, Rules &amp; Regs. means inaccurate and ineffective application</p> <p>Inadequate understanding of the relevant playing conditions, Laws, Rules &amp; Regulations</p> <p>'Trigger' speed is perceived to be lack of thought</p> <p>Poor body language, no communication or explanation</p> <p>Fearful of making mistakes, appears deaf and blind to any misbehaviour</p> <p>Appears powerless when things get serious or becomes too involved, too early in areas/incidents</p> <p>Not prepared to be involved in calculations and/or poor paperwork and admin</p> <p>Passive approach generally, reluctant or unwilling to explain decisions</p> <p>No communication thus no relationship with colleague, scorers, captains and players</p> <p>Aggressive voice at all times</p> <p>Quiet almost silent</p> <p>Little respect shown to players and or in denial over mistakes</p> <p>Threatening</p>	<p>Understands most areas of responsibility</p> <p>Incomplete understanding of the most relevant playing conditions, Laws, Rules &amp; Regulations</p> <p>Inconsistent approach when considering of appeals</p> <p>Tends to be reactive and little acceptance of errors made</p> <p>No anticipation, slow to react thus allowing unnecessary escalation</p> <p>Supports his colleague but slow to lead</p> <p>Inconsistent communication with colleague, captains and players</p> <p>May be caught out on Law or actions may disrupt flow of the game</p> <p>Contributes to the discussion and calculations but is reactive rather than proactive</p> <p>Uncertain awareness of some aspects of his role</p> <p>Can sometimes be a little dogmatic or rigid and not always willing to accept advice and criticism</p> <p>Occasionally forgets that the game is for players</p>	<p>Professional, self-confident match manager 'in control' yet rarely demonstrative, establishes calm authority</p> <p>Demonstrates effective teamwork with colleague</p> <p>Demonstrates thorough understanding of the playing conditions, Laws, Rules &amp; Regulations</p> <p>Clear consideration of appeals and consistency during the match to reach confident decisions - no sense of dithering or triggering</p> <p>Decisions given with confident, positive body-language without concern to the timing or status of the match</p> <p>An excellent communicator, understated authority, friendly but firm, respects players and coaches</p> <p>Builds effective relationships with captains and players through a consistent approach</p> <p>Concentrates throughout and offers assistance to maintain flow of game</p> <p>Understands, interprets and applies the Laws, Rules and Regulations consistently and equitably</p> <p>Anticipation enables him to avoid and minimise possible incidents</p> <p>Knows formal procedures well, explains to captains and players on request</p>	<p>Universally respected - the players trust his judgement and decisions (everything about him) and would want him to umpire every game</p> <p>Uses precise language to diffuse or direct situations</p> <p>Tone of voice is calm and clear, neither threatening nor aggressive</p> <p>Lets players' play</p>



<b>Teamwork: Colleague, Scorers, Captains - Umpires</b>			
<b>D</b>	<b>C</b>	<b>B</b>	<b>A</b>
<p>Acts as an individual</p> <p>Little or no communication with captains and players</p> <p>Low level of communication with colleague either verbally, eye contact or signalling – e.g. no 4th ball signal</p> <p>No anticipation of GWL issues and all GWL decisions left to colleague</p> <p>Too slow or too fast to act or intervene</p> <p>No consideration of match conditions or match status</p> <p>Unwilling to be involved in discipline issues</p> <p>Not interested in coach or observer feedback</p> <p>In denial over feedback</p> <p>'Thank God that's over' attitude, straight to car</p>	<p>Collaboration with colleague and scorers is inconsistent.</p> <p>Inconsistent level of communication with colleague verbally, occasional eye contact or inconsistent signalling – e.g. 4th ball signal</p> <p>Involved in inspections and discussion but prefers to follow than lead</p> <p>Reluctant to work with colleague to deal with discipline issues, brushes over incidents</p> <p>Avoids difficult (correct but possibly unpopular) decisions and reluctant to involve colleague</p> <p>Indecisive about the conditions for play or GWL to commence, suspend, postpone or re-commence play without interference</p> <p>Reluctant to seek feedback from colleague, really only interested in positive feedback and is on defensive with any other kind</p> <p>Avoids match admin or paperwork including reports and discipline wherever possible</p> <p>Reluctant to discuss issues and concerns that could be helpful to colleague and scorers, focuses on the negative</p>	<p>Effective collaboration with colleague and scorers.</p> <p>Consistent level of communication with colleague verbal, regular eye contact and relevant signals are clear, consistent and unambiguous, and discreet when appropriate</p> <p>Prepared to make GWL decisions (and involves colleague) without concern to the timing or status of the match</p> <p>Effectively executes difficult (correct but possibly unpopular) decisions involving colleague where appropriate</p> <p>With colleague, monitors matters of GWL and keeps captains and scorers informed as appropriate.</p> <p>With colleague, decisive about the conditions for play to commence, suspend, postpone or re-commence play without interference</p> <p>Recognises, reflects and talks through any match incidents that have occurred with colleague and scorers if relevant</p> <p>Proactively seeks feedback from colleague, listens and responds appropriately.</p> <p>Recognises that match admin or paperwork including reports and discipline must be completed with colleague</p> <p>Positive and helpful to colleague and scorers, offers supportive feedback</p>	<p>Encourages and motivates colleague</p> <p>With colleague, discussed strategy for dealing with GWL issues (e.g. checking weather forecast, contacting groundsman, placement of covers, provision of wood shavings) and managed any situation professionally</p> <p>With colleague - reflect on own performance after match</p> <p>Proactively assists colleague with reflective conversation</p>