



Guide for Technical Officials who Act as Mentors



What Is Mentoring?

Mentoring has been defined in many different ways but it's basically a system of semi-structured guidance whereby one person shares their knowledge, skills and experience to assist others to progress. As a Volunteer Technical Official this means sharing your knowledge, skills and experience with Judge 1, Judge 2, Judge 2S or Referee Candidates to allow them to progress through each qualification.

What Is In It For The Mentor?

Mentoring allows experienced Technical Officials who are interested in mentoring Candidates to develop their own skills for mentoring during sessions on poolside. Mentoring helps the Mentor to keep up-to-date and assist with their awareness of officiating. The Mentor can learn from the fresh points of view of the Candidates being mentored.

What Is In It For The Candidate?

The Candidate will be able to achieve their goals more quickly and effectively than they would by working alone. With the new competence based qualifications the Candidate can draw on a network of expertise which can benefit themselves and others.

What Are The Characteristics Of A Good Mentor?

The qualities which are essential in an effective mentor include;

- a desire to help - individuals who are interested in and willing to help others.
- a good reputation for helping others to develop - experienced people who have a good reputation for helping others develop their skills.
- up-to-date knowledge - individuals who have maintained current, up-to-date technological knowledge and/or skills.

Why Have A Mentor?

The Mentor can contribute to the Candidates development as Technical Officials with advice and information from their own knowledge, experience and expertise.

Identifying And Allocating A Mentor

The Referee will seek to allocate the candidate to a suitable Mentor if one is available at the session. If the Technical Officials, for whatever reason, do not feel able to act as a Mentor, then they should inform the Referee that they are not comfortable assuming the role of the Mentor. This will allow the Referee to identify other Technical Officials to act as Mentors.



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What Should Happen Prior To The Session?

The Referee will allocate the Candidate a suitable Mentor. Prior to the session the Candidate and Mentor should identify from their Workbook the duty to be carried out and discuss with the Mentor what their expectations are for the session.

The Mentor will advise the Candidate how to complete the British Swimming Disqualification Report.

What Should Happen During The Session?

The Mentor should offer support and encouragement to the Candidate. The Mentor should draw on their own expertise and ask the Candidate questions to assess their knowledge of the rules related to each stroke. The Mentor should emphasise the key points in relation to each stroke. The Candidate should also ask the Mentor questions in relation to anything they see during the session. The Mentor should advise and support the Candidate with regard to their positioning on poolside. The Candidate should use the Mentor as a role model and be aware of how the Mentor conducts themselves on poolside. The Mentor should act as a sounding board for the Candidate. The Mentor should give constructive feedback to the Candidate and offer advice and guidance on how to improve their knowledge of the rules.

What Should Happen At The End Of The Session?

The Mentor and Candidate should have a short feedback session ideally in a quiet area away from the pool. The Mentor and the Candidate should complete the respective Comments Sections on the relevant page of the Workbook. The Mentor should also provide feedback to the Referee about the Candidate's performance during the session. The Mentor will make a recommendation as to whether or not the Candidate should be signed off by the Referee. The Candidate should be aware that being mentored at a session does not always guarantee a signature in the Workbook. Additional signature lines can be added as necessary to record sessions for experience only.