

PEACE Model - Mentor Version Adaptations

Platform Skills - Field Presence & Connection

Subtitle: How you present yourself and connect with referees on the field

Core Behaviors

- **Professional** - Model proper appearance and behavior; demonstrate your knowledge through actions
- **Friendly** - Build rapport with referees; be approachable and supportive
- **Confident** - Show authority through preparation and calm presence during observations
- **Positioning** - Stay in designated mentor areas; maintain appropriate distance from play
- **Communication Style** - Use encouraging tone; provide clear, specific feedback
- **Body Language** - Stand confidently; use supportive gestures and positive facial expressions
- **Avoid** - Coaching from sidelines, negative body language, appearing distracted or unprepared

Quick Self-Check

- Am I projecting confidence and encouragement?
- Is my communication style supportive and clear?
- Am I positioned appropriately and professionally?
- Do I look prepared and engaged?

Learning Check Questions

1. What are three ways a mentor can demonstrate professionalism at the field?
2. How should a mentor position themselves during a match?
3. What type of body language helps build referee confidence?

Engagement - Active Field Mentoring

Subtitle: Getting referees actively involved in their development

Core Skills

- **Observation Accommodation** - Adapting your feedback style to different referee experience levels and learning preferences

U.S. REFEREEING WAY



- **Strategic Questioning** - Asking purposeful questions during halftime and post-match discussions with appropriate timing
- **Real-Time Support** - Providing encouragement and brief guidance during natural breaks in play
- **Development Planning** - Helping referees set specific goals and identify areas for improvement after each match

Quick Self-Check

- Am I providing feedback that matches the referee's experience level?
- Am I asking questions that help referees self-reflect?
- Am I giving encouragement during the match when appropriate?
- Am I helping referees identify specific next steps?

Learning Check Questions

1. When is it appropriate to provide feedback during a match?
2. How should feedback differ for a new referee versus an experienced one?
3. What types of questions help referees reflect on their performance?

Audience - Understanding Your Referee

Subtitle: Understanding and adapting to the referees you mentor

Core Skills

- **Referee Assessment** - Identifying key referee characteristics (experience level, confidence, specific challenges, personal goals)
- **Mentoring Adaptation** - Modifying your approach based on referee experience and emotional state
- **Communication Flexibility** - Adjusting feedback style and timing for different personalities and situations
- **Motivation Analysis** - Understanding why referees officiate and helping them connect with their personal goals

Quick Self-Check

- Am I gathering essential information about my referee's background and goals?
- Am I adapting my mentoring style for newer versus experienced referees?
- Am I using the right balance of encouragement versus constructive feedback?
- Am I helping unmotivated referees find personal reasons to improve?

U.S. REFEREEING WAY



Learning Check Questions

1. What key information should you gather about a referee before mentoring them?
2. How would you adapt your approach for a nervous new referee versus a confident experienced one?
3. What strategies help referees stay motivated when facing challenges?

Content - Game Knowledge & Laws

Subtitle: Mastering what you observe and advise on

Core Skills

- **Laws Knowledge** - Understanding current laws, interpretations, and level-appropriate applications for match situations
- **Proper Terminology** - Using correct soccer language and official U.S. Soccer terminology in all feedback
- **Situational Expertise** - Explaining decisions and positioning in multiple ways based on game situations
- **Current Materials** - Using only official, up-to-date resources from U.S. Soccer for guidance and reference

Quick Self-Check

- Can I explain law applications without referencing materials and provide clear reasoning?
- Am I using proper terminology and staying focused on age-appropriate content?
- Am I regularly updating my knowledge with current U.S. Soccer materials?
- Do referees trust my knowledge and see me as credible?

Learning Check Questions

1. What resources should mentors use to stay current on law changes?
2. How can a mentor explain a complex law application in simple terms?
3. What should you do if a referee asks about a law interpretation you're unsure about?

Environment - Field Management & Preparation

Subtitle: Managing your presence and materials at the field

U.S. REFEREEING WAY



Core Skills

- **Field Preparation** - Arriving early, confirming mentor positioning, and identifying field features that may affect the match
- **Observation Tools** - Bringing evaluation forms, note-taking materials, and backup supplies for documentation
- **Equipment Organization** - Having all necessary mentoring materials, reference guides, and practical gear ready
- **Administrative Readiness** - Preparing feedback forms, development notes, and follow-up materials for referee growth tracking

Quick Self-Check

- Have I arrived early and confirmed appropriate positioning for observation?
- Do I have all mentoring materials and evaluation forms ready?
- Are my observation tools organized and accessible?
- Am I prepared to document the referee's performance and development areas?

Learning Check Questions

1. What should a mentor do upon arriving at a field assignment?
2. What essential materials should every mentor bring to an observation?
3. How can environmental factors (weather, field conditions, crowd) affect your mentoring approach?