INTANGIBLES

2018

INTANGIBLES

Humility	Team Driven
Courage	Accountable
Firmness	Assertive
Resolute	Avoidance
Accuracy & Mechanics	Unnecessary
Communicative	

1 HUMILITY

Meaning

- ✓**Recognize** value in others
- ✓**Serve** others
- ✓**Appreciate** your strengths & weaknesses
- ✓Remaining **teachable**
- ✓**Listen** to advice

Example

HUMILITY *is the quality of being humble and means putting the needs of another person before your own, and thinking of others before yourself. It also means not drawing attention to yourself, and it means acknowledging you're not always right.*

2 COURAGE

Meaning

✓To **confront**

- **fear,**
- **pain,**
- **danger,**
- **uncertainty**
- or **intimidation**

Reflection

*"Courage is **grace** under pressure."*
– Ernest Hemmingway

*"Courage is the **most important** of all the virtues, because without courage you can't practice any other virtue consistently. You can practice any virtue erratically, but nothing consistently without courage."*
– Maya Angelou

3 FIRMNESS

Meaning

- ✓**Solid** surface or structure
- ✓**Steady** power or strength
- ✓**Resolute** Determination
- ✓**Strength** of character

Key to success

*By demonstrating **firmness of purpose**, an official earns respect, credibility and believability from coaches and players*

4 RESOLUTE

Meaning

- ✓**Faithful**, loyal, constant, staunch, steadfast.
- ✓Resolute means be firm in **adherence** to whatever one owes allegiance.

Key to Success

Game first, partners… and myself in this order.

5 ACCURACY & MECHANICS

Meaning

- ✓Confident in making calls of consequence
- ✓Makes **correct** calls

Reflection

Do you make accurate calls, regardless of circumstances of the game?

2018

5 ACCURACY & MECHANICS

Meaning

- ✓**"Refereeing the Defender"**
- ✓Proper **positioning** of lead trail & slot
- ✓**Knowledge** gives **confidence**
- ✓**Quality** calls in **primary** coverage area.

Key to Success

*Bring **FACE** (Focus Awareness Concentration Experience) to every game and possession!*

(Potential - Distractions = Performance)

6 COMMUNICATIVE

Whistle

- ✓Blows a **strong** whistle
- ✓Blows a **short, loud** blast
- ✓Whistle is heard **over stadium noise**
- ✓Whistle **gets** the **attention of players** and immediately stops play.

Signals

- ✓ Makes **clear** and **crisp** signals
- ✓ Signals clearly to scorers' table
- ✓ Makes signals **only once** to be understood.
- ✓ Uses **appropriate** league-mandated call signals in accordance with NBA Official's Manual.
- ✓ Is able to **"sell"** calls

2018

6 COMMUNICATIVE

Verbal

- ✓ Appropriately responds to questions and comments
- ✓ **Looks at and listens** to team coaches and players, and either responds, looks away or walks away
- ✓ Responds to questions and comments in a **clear** and **concise** manner & when appropriate, **without** *sarcasm, personal comments, profanity* and/or *historical reference*
- ✓ Effectively uses interpersonal skills (including **body language** and **tone**) to diffuse or prevent confrontational situations
- ✓ **Closes dialogue** when questions become prolonged or argumentative

Non-Verbal

- ✓ Displays appropriate non-verbal communication at all times
- ✓ Makes **purposeful movements** at all times
- ✓ Maintains a confident and **strong stance**, which is not confrontational
- ✓ Receives **no** team coach or player comments about **arrogance** or **anger**.
- ✓ Maintains a **professional expression** that does not display, for example, anger or smugness

2018

7 TEAM DRIVEN

Meaning

- ✓ A whole team approach recognizes that in order for the crew to be successful, **members cannot operate in isolation**. Each team member must **know and appreciate** every other **team** member's **strengths and skills**.
- ✓ In officiating, this means that everyone on the crew is **equally responsible for quality.**

Key to Success

CREW *before* ***YOU!***

2018

8 ACCOUNTABLE

Meaning

✓Simply put, officials are responsible, required and expected to **justify their actions** and/or decisions **on and off the court**.

9 ASSERTIVE

Meaning

- ✓ An official must have or show a **confident or forceful personality** as part of their command presence.
- ✓ Self-assured, confident, believing in oneself, fearless, **comfortable with whom you** are, courageous, positive and secure.

Keys to Success

Be comfortable in uncomfortable situations.

- ✓ *Confident vs. cocky or arrogant*
- ✓ *Fearless/courageous vs. afraid/avoids*

2018

10 AVOIDANCE

Meaning

- ✓The effort to **avoid dealing with** a **stressor**
- ✓Conflict whereby an official must choose between two or more equally undesirable or unattractive goals.

Example

*An example of this type of conflict would be a situation where an official has to **decide whether or not to respond** to a question by a coach and/or player regarding a call or no call (avoidance).*

11 UNNECESSARY

Consider this…

- ✓The worst fight is the one that's unnecessary
- ✓People collide over **small issues** and completely **miss** the **big** stuff
- ✓Every problem you **repeatedly** face has a **deeper meaning** that sits below the surface

Example

*Any **hostile discussion** that **begins** with the keywords, "**I**", "**You**", spoken with accusatory inflection, this is generally, in connection with,* **personal gain** *or loss of some issues regarding **vanity**:*

a. *I am smarter than you, assumes contempt for the other's intellect*
b. *You are calling in my primary area of coverage presupposes that there was no agreement*

This will cause unnecessary conflict.

2018

NBA
I LOVE!
THIS GAME