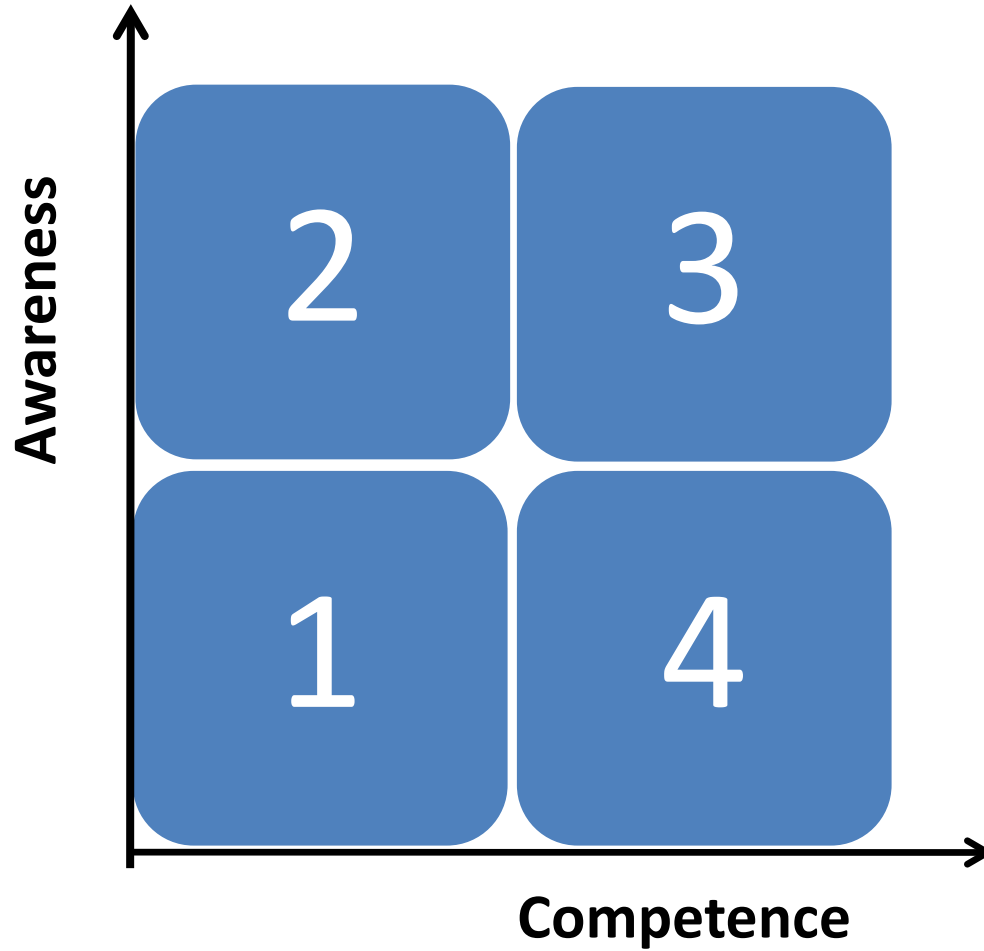
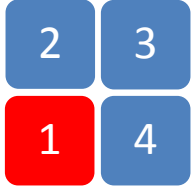


# A Learning Model





## Unconscious Incompetence

- Person is not competent and does not know it
- Referee with no training just out on the ice trying to do the job
  - positioning is bad
  - lots of things are missed
  - they don't know they are doing a bad job
  - they may think they are doing a good job



## Conscious Incompetence

- **Person knows what should be done and is aware of mistakes**
- **Young referee starting out**
  - **so many details like positioning, procedures, judgment**
  - **official is aware when he is not doing them right**
- **At this stage of their officiating development they feel like a lot of what they do is wrong and this can be very frustrating to them.**
- **These officials need positive encouragement and reinforcement**



## Conscious Competence

- Person is starting to do things right but they are still thinking about doing it.
- This is an experienced referee (experienced level 2, 3 or 4). They do a good job but are consciously doing things correctly.
- They are starting to feel good about refereeing and are enjoying the challenges of doing a good job.



## Unconscious Competence

- The person does things very well and does not think about it. Good habits are automatic.
- This would be a very good referee (level 5 or 6).
- They do things right by instinct and don't think about them.
- There focus is entirely on “the game” and not on “the mechanics”. As a result they do a very good job.