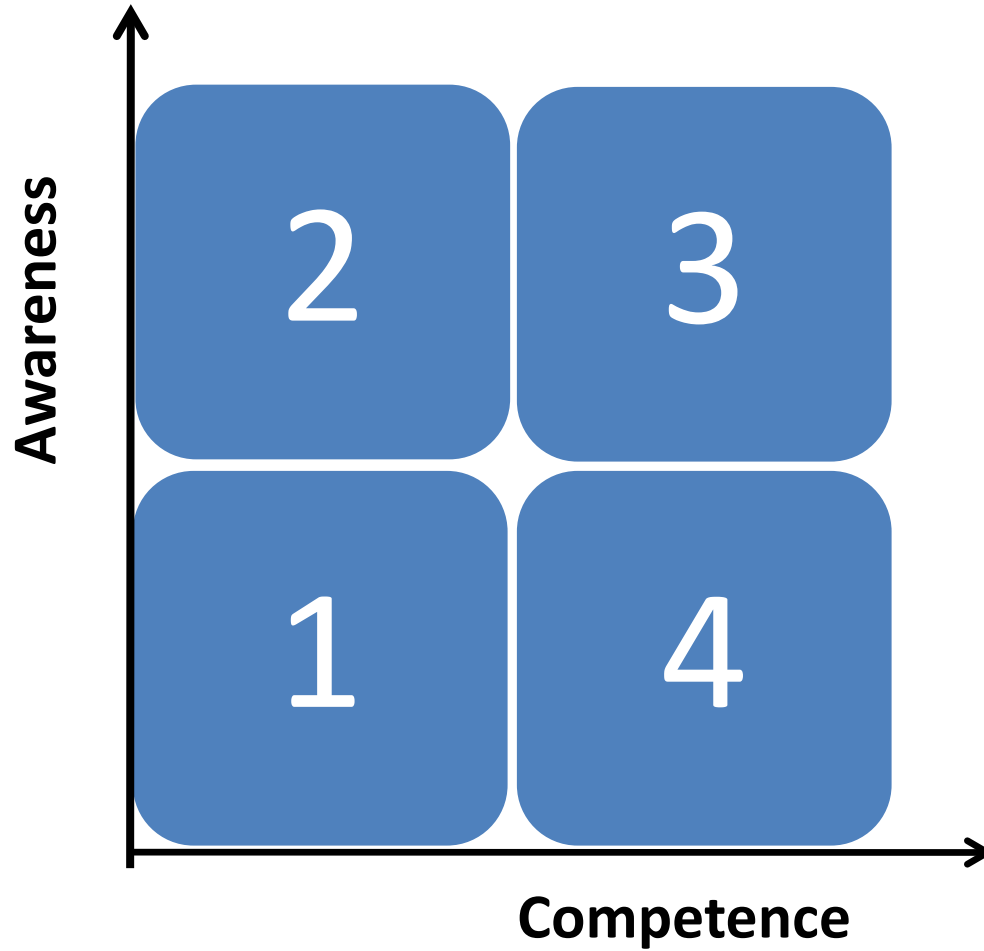


# A Learning Model





## 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.