

**LISTEN  
ENGAGE  
REPRESENT**



**WELSH ATHLETICS  
ATHLETAU CYMRU**

**WELSH  
ATHLETICS  
OFFICIALS'  
MENTORING  
PATHWAY**

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The mentoring pathway has seen a number of Officials supported in their continued learning, vastly increasing the value they gain from their experience as a mentee, and gaining help for those who want to move up the levels to do so.

There are also many benefits to becoming a mentor including reinforcing your own knowledge and skills, gaining recognition, and building an experienced team to support you in your duties.

If you would like to be either a mentor or a mentee please email [education@welshathletics.org](mailto:education@welshathletics.org)

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## **What can a mentee expect from a mentor?**

- Regular reports (Written and Oral)
- Assistance with knowledge and understanding of the rules of competition
  - Assistance with application of the rules
- Assistance in your ability to build relationships with athletes and fellow Officials
  - Assistance in building your communication skills
- Assistance with your organisational skills and management of your allocated duties
- Assistance in applying for a change of grading

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### Appendix 1: Mentee Session Record

Competition:
Events judged:
Mentor:
My thoughts and questions asked:
Responses given:
What I learnt from the session, and how it will affect my decisions in the future:

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### Appendix 2: Mentor Session Record

Mentor:	Mentee:
Competition	
Events Judged:	
Contact Preparation: (Agenda, Aims, Achievements to date)	
Contact Summary: (Key Issues Discussed, Points Raised, What Went Well)	
Actions Arising: (Noted Actions, Points for Next Session, Exercise Issued)	

**Appendix 3:**

**Mentor Role Description**

- Agree a programme of mentoring activity that best meets the need of the mentee
- Encourage the mentee to express and discuss their ideas, concerns and understanding of Officiating within their environment
- Help mentees to review their progress and set realistic and practical targets/actions
  - Help mentees to realise what went well and how they can continue this behaviour
- Help mentees to reflect and learn from events that did not turn out as planned
- Refer mentees to other sources of information, advice or further support where necessary
  - Encourage mentees to take responsibility for their own decisions, plans and actions
- Provide an end of season report describing the progress of your mentee