



Tips for First Year Timekeeper Mentorships

- It is possible that the game will also have two new referees with a mentor. So, this is an extra stress for the new timekeeper. Act with compassion, patience, and care.
- Wherever possible, allow the new timekeeper to do things themselves. Rather than doing it for the new timekeeper, explain the skill and let them try.
 - If they struggle to do it themselves then show them.
 - So, the process is 1) explain, 2) let timekeeper try, 3) if not getting it then show them.
- Praise success. Never miss a chance to giving meaningful praise and positive reinforcement. Something as simple as “good job, you got the penalty up easily after we talked about how last time” builds confidence in skills and trust between the mentor and mentee. Furthermore, positive feedback will make the constructive feedback easier to give and easier for the mentee to receive.
- When giving constructive feedback:
 - Be specific. Vague feedback is not as effective as specific feedback
 - Replace the undesired with the desired. Rather than saying “do not do _____” you can say “Try doing _____ instead of _____.” The second statement replaces an undesirable approach with a desirable one.
- Before your mentorship, look at the mentorship report form found at <https://www.apsjmentorships.com/tk-mentorship-submission>. Look at the main skills the timekeeper should have by the end of your time with them.
- Finally, after your game please fill out that same form at <https://www.apsjmentorships.com/tk-mentorship-submission>. Filling out this form gives the new timekeeper a reference to what they learned with you.

Questions? Feel free to ask. Apsj.vpo@gmail.com