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IMPROVE YOUR...

– GOAL-SETTING AND DEVELOPMENT PLAN

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IMPROVE YOUR...

GOAL-SETTING AND DEVELOPMENT PLAN

GOAL-SETTING AND DEVELOPMENT PLAN

When thinking about our professional success and career development, we are usually highly motivated and driven by a desire for success. However, the main questions should be "Am I willing to commit in order to achieve my goals? Am I willing to make any or all sacrifices required for goal achievement?" **Goal-setting** is a great starting point because it helps you to identify what you want and how you will accomplish it by developing a **systematic action plan**.



Table 1. Types of goals

TYPES OF GOALS	
<p>Process goals</p> <p>Task-oriented goals refers to improve form, skill, knowledge, technique or strategy. Helpful when you learn a new movement, skill or technique. For example, new positioning in 3PO mechanics or new signal and rule application.</p>	<p>Long - term yearly (1-4 yrs)</p>
<p>Performance goals</p> <p>Refers to improve overall performance. To achieve your performance goals, you must achieve a series of process goals. For example, if you want to be better in 3PO, you should learn and master new positioning movement and techniques.</p>	<p>Mid - term monthly (3-6 mnt)</p>
<p>Outcome goals</p> <p>Result or product oriented goals. To attain them, it is required to achieve performance goals. For example, if you want to earn more nominations, you need to perform great 3PO officiating.</p>	<p>Short - term weekly (1-4 w)</p>
	<p>Daily</p>

It is important that you evaluate your progress in achieving short-term process goals. This will help you stay motivated, and gives you feedback about possible adjustments on action plans. Sometimes, because of some unexpected and unpredictable life events (i.e. injuries, life, family and personal issues) or skill development process speed (you are progressing faster or slower than expected), you may encounter obstacles that will force you to adjust your plan to achieve the goals (Figure 1). You will need to adjust either process/plan, specific solutions or timeline.

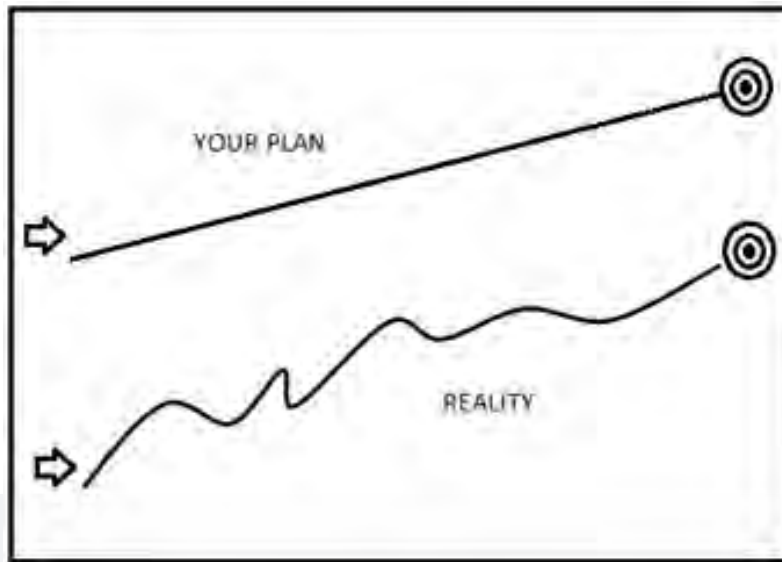


Figure 1. Your plan to achieve the goal vs reality

REMEMBER

Make an improvement plan in one day:

- Always restructure your outcome, ultimate and long-term goals to process performance and short-term goals.
- Set your goals in affirmative way, focusing on what you want to increase or include, rather than on what you want to reduce or avoid.
- Make action plans and write them.
- Make sure that you evaluate your progress, weekly or monthly.

EXERCISE 1: 3 GOALS

1. I want to become more physically fit
2. I want to be better in 3PO mechanics
3. I want to become Crew Chief

GOAL No.1. "I WANT TO BECOME MORE PHYSICALLY FIT!"

- **Be more specific:** I want to increase my muscle mass, especially in my upper body. I want to have a better endurance. (Now you have two specific goals).
- **Set the time relation:** Until the beginning of the season (short-term to mid-term goals).
- **Make a plan:** personalized program with a fitness coach. Going three times a week to the gym to work on my muscle mass. Running five times a week in the morning for 40 minutes.

GOAL No.2. "I WANT TO BE BETTER IN 3PO MECHANICS!"

- **Be more specific:** I want to improve my movements in 3PO mechanics, especially reading the play and adjusting my position..
- **Set the time relation:** Until the beginning of the spring season, I want to be better in 3PO mechanics (mid-term goal).
- **Make a plan:** I will download the application on mechanics for basketball officiating. Each day, I will take 60 minutes to work on the programme. Every second day, I will search for video clips and game analysis to see some 3PO mechanics at high level officiating. Each day, I will use imagery scripts to improve my movements in mechanics. I will imagine situations when I should adjust my position more based on the play. I will prepare scripts for positioning when I am in a lead role and repeat them through imagery.

GOAL No. 3. "I WANT TO BECOME CREW CHIEF!"

- **Be more specific:** Next season (mid to long-term goal).
- Restructure it to fit the main CC characteristics – ask yourself: "What skills and knowledge are important for becoming a CC in officiating?" – performance and process goals. I.e. High level of rule knowledge, high level of rule application, fit body presence, good communication skills, game control skills, concentration consistency, team worker, etc.
- **What you need to improve the most:** For example: the most important to improve: Fit body presence, rule application and communication skills (three goals).
- **Make a plan:**
 1. FIT BODY PRESENCE (refers to the 1st goal you set earlier).
 2. RULE APPLICATION: each day (or every second day), I will use 60 minutes to read one segment of a rulebook. After reading, I will search some examples in video clips from a specific game and see what it means to apply the rules I have just read. Each week, I will take some rule knowledge quizzes to see the development of my knowledge. Each week, I will officiate at least one friendly game.
 3. COMMUNICATION SKILLS: I will find what are the basic principles in communication – communication process, types, rules, context, and others that will help me to be better in communicating with my colleagues, coaches, and players. Do I need to improve more my verbal or non-verbal communication skills? I will watch high level officiating games to see how more experienced referees communicate during the game.

When you restructure all of your process and performance development goals into short-term weekly and daily plans, you may be surprised by how much effort, sacrifice and work is required to achieve some of the goals. At that moment, it is important to **remind yourself that this is Your goal and Your choice to do it or not**. If you want to become a great referee eventually, you will want to do this because by doing it, you are closer to your dream goal!

It is certainly important to emphasize those goals motivated by personal growth, progress, enjoyment and satisfaction with, as we do have a greater chance of these being achieved rather than those that are solely motivated by status, fame, money, and prestige. The more personal and specific your goals are, and the more internally oriented your motivation is, the work and effort invested in achieving them will be greater and more productive.

'SMART' METHOD

- S (Specific) - set specific, clear, and concrete goals that answer the questions "What do I want to achieve / improve / learn?" And "How will I achieve / improve / learn that?".
- M (Measurable) - your goals must be measurable so you can track your progress. Goals must visibly and objectively answer the question "Am I better than yesterday?", "Have I achieved / improved / learned what I wanted?"
- A (Attainable) - it is important that your goals are challenging, set high but also achievable, possible and realistic.
- R (Relevant) - set goals that are important to you personally, that are your personal choice.
- T (Time based) - set in a specific time frame. They answer the question "In what time period do I want to achieve / improve / learn that?".

Many examples have shown that it is determination and perseverance that largely determine success. Motivation, plan, work, training, focus, knowledge, and talent can help us achieve goals and success, but if determination and perseverance are missing, then it is almost impossible.

Most people know exactly "what they want" and "how they will achieve it", many systematically work and put effort into it, but only a small number of the most persistent do not give up when they face the first obstacles and problems. It is in those moments when we face challenges that perseverance, determination, and self-confidence separate the successful and the best ones from the others.



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