

How to Receive an Evaluation

1. Listen. Being evaluated should pretty much be a one way communication. Be a sponge. Absorb what is said. Resist the urge to argue, make excuses, justify, or otherwise respond to the evaluation. It is an evaluation, not a criticism, complaint, or attack on you personally or upon your skills as an official. No defensive response is necessary, nor is it productive.
2. If absolutely necessary for your understanding of what is presented, ask positive, thoughtful questions regarding any specific part of the evaluation you don't understand, but don't barrage the evaluator with questions throughout, save them for the end after the evaluation is finished.
3. Avoid any indication either verbal or through body language of disagreement with the content of the evaluation. Be attentive and receptive. It's hard enough to give a good, objective evaluation under the best of circumstances. Facing a barrage of excuses, arguments, etc. makes it doubly hard
4. Thank the evaluator for the work they did on your behalf.
5. Take the issues mentioned to heart and make an earnest effort to improve
6. Try hard to enjoy your evaluation. It is most likely the only time as an umpire where the words you hear regarding your performance come from someone who has a clue as to what they are talking about.
7. An effective evaluation program is the bedrock of continual professional improvement as an official. Enjoy your chance to tap into the vast warehouse of knowledge, experience, skill and wisdom of your evaluator. He or she is an evaluator for a good reason, that being that he or she knows a great deal more than you do. Let the evaluator impart some of their hard-won knowledge to you.
8. Keep a copy of the evaluation. Review it frequently. Use it as a tool to improve.