

Judge Reviews

裁判评鉴

GP Shanghai 2011

Reviews? Why bother?

我们为什么要评鉴？

- **Judging** is about improvement.
- 执法是为了提高自己
- **Helping** judges see their strengths.
- 帮助其他裁判看到自己的长处
- **Showing** where improvements can be made.
- 指点对方哪些地方需要改进
- **Growing** judge skills over time.
- 培养自己的执法技巧

Reviews? Why bother? (cont.)

我们为什么要评鉴？（续）

- **Comparing** and contrasting views.
- 比较对比多方观点
- **Multi-directional** feedback – it all counts!
- 多向反馈——条条算数！

How To Review

如何书写评鉴

- **Take notes constantly!** Big events run longer than you think. Fine details will escape your memory. Your notebook is your best friend.
- 勤作笔记！大型赛事的持续时间比你想象的要长的多。再好的脑子也记不住全部的细节。还是烂笔头比较靠得住。
- **Look through a player's eyes**
- 从牌手的角度来看

How To Review (cont.)

如何书写评鉴（续）

- **What would your girlfriend / boyfriend think?**
- 你的女朋友/男朋友会想什么？
- **+ / -**
- 正面/负面
- **Different approaches**
- 不同的角度
- **Reviews aren't just about rulings.**
- 评鉴并不仅着眼于判罚方面

Informal And Written Reviews

非正式评价和书面评鉴

- **Fresh is best.** Get someone on the day or that weekend.
- 越新鲜越好。在举办赛事的当天或周末就约人聊天吧。
- **Written feedback** helps reinforce informal discussions, and lets judges track their improvement.
- 书面反馈有助于巩固非正式讨论时得到的结论，还能帮助裁判看到自己日益进步的记录

Informal And Written Reviews (cont)

非正式评价和书面评鉴（续）

- **No surprises!** Suggestions for improvement shouldn't be a surprise to judges.
- 不要吃惊！裁判在看到自己需要进一步改进的建议都不应该吃惊。
- **Feedback 'hugs':** Everyone likes hugs.
- 反馈给人“温馨之感”：温馨可不讨人嫌。

Reviews, Lots Of Reviews

评鉴，许许多多的评鉴

- **Reviews can vary.** Some might be less detailed than others.
- 不同人书写的评鉴会有所不同。有的人写的内容可能会较他人少。
- **You've worked in a team.** That means you've had a team leader and colleagues.
- 你参与了小组的工作。这说明你会有个组长，还会有许多组员。

Reviews, Lots Of Reviews (cont.)

评鉴，许许多多的评鉴（续）

- **HJ's Love Paperwork.** Review your team leaders and as many others as you can.
- 主审热爱文书工作。对你的组长和尽可能多的其他裁判进行评价。
- **Be fearless.** Review at least 1 judge of a higher level.
- 不要害怕。评价至少一位等级比你高的裁判。

Writing A Review

书写评鉴

- **Phrasing is important.** Inelegant phrasing will upset judges and lose your message. Good phrasing will leave judges confident and eager to improve.
- 注意措辞。不当的措辞可能会使对方沮丧，无法接收你给他的信息。良好的遣词造句能给予对方信心和持续进步的渴望。

Writing A Review (cont.)

书写评鉴（续）

- **Be specific.** Statement, example, reaction.
“You did *foo* well... I was impressed when...
Doing that demonstrates...”
- 具体一些。结论，示例，反应。
“你[这方面]做的不错。看到[你的所做所为]时我感到十分满意。你的这些表现充分说明.....”
- **Praise *and* suggestions.** Praise alone is useless. Criticism alone is hurtful.
- 胡萝卜加大棒。单说表扬毫无意义。一味批评伤人不浅。

Review Writing Errors

常见的评价书写错误

- Being timid
- 太腼腆
- Criticism without guidance
- 一味批评，不加指导
- Personal attacks
- 人身攻击
- Mismatching debriefs / reviews
- 张冠李戴

Review Writing Errors (cont.)

常见的评价书写错误（续）

- Taking feedback too personally
- 把反馈当作了私人恩怨
- Arguing over feedback
- 就反馈内容纠缠不清
- **NOT REVIEWING**
- 压根就不理别人

Odds and Ends

其他值得注意的地方

- Reviewing is a learnable skill.
- 如何给对方作评价的技巧可以慢慢学会。
- Reviews are a hangover cure.
- 评价有似醍醐灌顶。
- Self reviews make a difference.
- 自我评价也十分重要。
- Review your reviews!
- 重新检视自己写的评鉴！