

## ***SPOTTING THE SIGNS***

While there may be common signs/symptoms, the way people experience mental health problems can be very different.

### **SPOTTING THE SIGNS IN YOURSELF**

*These could include:*

- Reducing your availability and/or increased withdrawal from appointments;
- Reducing contact and/or communication in your refereeing and everyday life;
- Unusual disinterest in attending training events/meetings;
- Negative changes in your demeanour/personality/appearance;
- Noticeable drop in focus/concentration;
- Excessive pre-match anxiety;
- Deterioration in your physical health/fitness;
- Reduced interest in refereeing generally/desire to take a break;
- Frequent negative interactions/increased negativity;
- Unwillingness to interact with other officials pre-and post-match;
- Reduced interaction with other match officials at training events.

### **SPOTTING THE SIGNS IN REFEREES:**

- These categories and the signs each category may spot are charted below.
- We have also included a column on the sign's referees may spot in fellow referees.
- This list of signs isn't exhaustive and doesn't necessarily mean you have a mental health problem.

Signs that may be spotted by these groups of people:						
Signs	Mentors	Observers	Officers	DSOs & WOs	RDOs	Referees on fellow Referees
Reduced availability and/or increased withdrawal from appointments	●		●		●	●
Reduced contact and/or communication	●		●		●	●
More misconduct taking place in matches	●			●	●	
Increased complaints about referee's performance and/or conduct	●				●	
Failure to attend training events or meetings					●	●
Changes in demeanour or personality	●		●		●	●
Changes in appearance	●		●			●
Lack of focus/concentration	●	●			●	●
Reduction in performance standards	●		●			
Appearing excessively anxious pre-match	●	●				●
Deterioration in physical health/fitness	●					●
Reduced interest in refereeing generally					●	●
Frequent negative interactions/increased negativity	●				●	●
Unwillingness to interact with other officials pre-and post-match	●	●				●
Poor timekeeping	●	●				
Appearing emotional, upset or aggressive during the post-match debrief	●	●				
Unresponsive to correspondence or requests (poor administration)	●		●		●	
Reduced interaction with other match officials at training events					●	●
Indicating a desire to take a break from refereeing					●	●
Overly critical about their performance	●	●			●	

**KEY:**

- DSOs & WOs = Designated Safeguarding Officers and Welfare Officers
- RDOs = Referee Development Officers.