

USING SELF-ASSESSMENT TO IMPROVE YOUR PERFORMANCE

Mark Ditsworth Regional Advisor

Self-assessments are an important part of your performance review. The point of a self-evaluation is to take a detailed look at your performance both on and off the field. Umpires (all) should take an honest, concise and detailed look of their game performance. Be proud of your achievements but also be very critical of the things you could have done better. Our best areas of teaching are when you realize your mistakes. So the key is to be factual and write down all the situations. Things that you did very well. Areas that you are not proficient in.

Ask yourself a series of questions and then go back and answer them honestly. When you do this you have to be very critical of your performance. If you can't do that the self-assessment will not work. Look inwards to gauge your performance rather than asking coordinators, advisors or an outside party for advice.

Examples of questions:

Did I PRR on all fly balls?

Alignment correct for all situations?

Focused on every pitch?

Was I a good partner?

Did I ever get fooled?

Proper angles and distance on all plays?

React to the ball off the bat and anticipate all possible plays?

Why is this so important? The bottom line is that you want to be better. Everytime you take the field you have to be better. This will make you focus on your inadequacies. You will become more aware of your deficiencies so you can work on them. You will improve your game.

Umpires need to understand that there are no guarantees to how long you work or at what level. The Baseball Umpire Program is looking for complete umpires who are improving their skills and performance. Every year is different. Umpires need to get better every game and every year. The choice is yours.

I truly believe that all umpires want to get better and advance to post season. Are you willing to do the extra things to get better? Self-assessment is just one way to do this. Doing this you become an active participant in your evaluation. You than can honestly assess your strengths and also areas that you need to improve in.