

# **APPENDIX 1**

## **QUESTIONNAIRE ONE**

Dear Participant (Blue Bull Referee)

I am a Masters' student in Human Resource Management at the University of Pretoria and am currently doing research on the topic "Generic Competencies of Rugby Union Referees".

The purpose of the study is to identify the competencies that are required of rugby referees and that enable them to referee matches effectively. Eventually the information gathered from you can lead to an improved selection procedure to identify new referees at entree level. As the game of rugby is becoming more professional, and so much hinges on the proficiency of referees, we would like to improve the effectiveness of the identification process all the time. You will be helping us with this.

Please read the instructions and complete the attached questionnaire. It should take approximately 10 minutes of your time. There are no wrong answers, only your view as someone who has had close experiences with the game of rugby and is passionate about it.

After completing this questionnaire you will be requested to complete a further questionnaire very similar to the first with the purpose to narrow down the expert opinion regarding the competencies required by referees. Therefore it will be appreciated if you will supply your biographical details for reference to the second survey. It will not be used on an individual basis and only for statistical analysis during the research.

**ANTON DE VILLIERS**  
**FEBRUARY 2003**

**PROF HANNES DE BEER**  
**UNIVERSITY OF PRETORIA**

## PERSONAL DETAILS

**NAME AND SURNAME:** .....

Please indicate with an (x).

AGE: 15-20	<input type="checkbox"/>
21-25	<input type="checkbox"/>
26-30	<input type="checkbox"/>
31-35	<input type="checkbox"/>
36-40	<input type="checkbox"/>
41-45	<input type="checkbox"/>
46 AND OLDER	<input type="checkbox"/>
GENDER : MALE	<input type="checkbox"/>
FEMALE	<input type="checkbox"/>
YEARS INVOLVED AS A NORTHERNS REFEREE	<input type="checkbox"/>
LEVEL REFEREE:	<input type="checkbox"/>
CARLTON	<input type="checkbox"/>
SENIOR RESERVE	<input type="checkbox"/>
LEAGUE 2A	<input type="checkbox"/>
LEAGUE 2B	<input type="checkbox"/>
LEAGUE 3A	<input type="checkbox"/>
LEAGUE 3B	<input type="checkbox"/>
4 <sup>TH</sup> LEAGUE	<input type="checkbox"/>

YOU ARE KINDLY REQUESTED TO INDICATE WHICH OF THE FOLLOWING COMPETENCIES YOU THINK ARE IMPORTANT OR LESS IMPORTANT FOR A RUGBY UNION REFEREE TO POSSESS. IF THERE ARE COMPETENCIES YOU CONSIDER IMPORTANT OR RELEVANT BUT WHICH ARE NOT LISTED PLEASE INDICATE THEM IN THE SPACE PROVIDED.

PLEASE RANK THE COMPETENCIES MENTIONED ON THE FOLLOWING SCALE BY TICKING (X) IN THE COLUMN OF CHOICE.

- 1 - IRRELEVANT
- 2 - LESS IMPORTANT
- 3 - AVERAGE
- 4 - MORE IMPORTANT
- 5 - VERY IMPORTANT

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	AVERAGE	MORE IMPORTANT	VERY IMPORTANT
1.	<b>Ambition</b> (a strong desire to be a successful referee)					
2.	<b>Athleticism</b> (athletic ability e.g. speed, versality etc.).					
3.	<b>Authority</b> (demonstrate authority when controlling specific game situations)					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	AVERAGE	MORE IMPORTANT	VERY IMPORTANT
4.	<p><b>Biographical elements</b> - e.g. Age, gender etc. (are these aspects important to be a good referee, although it is not a competency as such).</p>					
5.	<p><b>Commitment</b> (be committed to do his best when preparing for games, know the rules, and committed when refereeing a match).</p>					
6.	<p><b>Communication on the field – oral</b> (letting the players know exactly what is expected of them by means of verbal communication)</p>					
7.	<p><b>Communication on the field – body language</b> (letting the players know what is expected of them in terms of the body language used like hand signals)</p>					
8.	<p><b>Competitiveness</b> (is it necessary for a good referee to be competitive by nature).</p>					
9.	<p><b>Composure</b> (to be calm during difficult situations).</p>					
10.	<p><b>Concentration / Focus</b> (ability to stay focused during a match and not to lose concentration).</p>					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	AVERAGE	MORE IMPORTANT	VERY IMPORTANT
11.	<b>Conflict handling</b> (ability to manage conflict situations on the field, e.g. fights during play)					
12.	<b>Consistency</b> (consistency in the way rules are applied during a match)					
13.	<b>Creativity / Innovation</b> (creative and innovative in terms of how the matches are handled)					
14.	<b>Decisiveness</b> (the ability to reach quick decisions).					
15.	<b>Dynamism</b> (is the ability to be dynamic on the field necessary for a good referee)					
16.	<b>Extrovertiveness</b> (outgoing personality)					
17.	<b>Eye site</b> (being able to see the action on the field, broad vision during a match).					
18.	<b>Fitness</b> (fitness in terms of ability to keep up with play during a match)					
19.	<b>Flexibility</b> (in terms of using the laws, using the advantage rule)					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	AVERAGE	MORE IMPORTANT	VERY IMPORTANT
20.	<b>Frustration tolerance</b> (being able to handle frustrating situations).					
21.	<b>Honesty / Integrity</b> (the ability to be honest with players, on and off the field).					
22.	<b>Initiative</b> (the ability to take initiative on the field, be pro-active).					
23.	<b>Influence on players</b> (the ability to influence players).					
24.	<b>Introvertiveness</b> (referee very quiet and more interested in own thoughts and feelings).					
25.	<b>Judgment</b> (ability to judge situations during a match).					
26.	<b>Leadership</b> (leadership ability of the referee on and off the field)					
27.	<b>Objectivity / Impartiality</b> (being able not to pick sides).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	AVERAGE	MORE IMPORTANT	VERY IMPORTANT
28.	<b>Persuasiveness</b> (the ability to be convincing).					
29.	<b>Player control</b> (the management of players on the field).					
30.	<b>Preparation</b> (preparation before matches and in the lead-up to big games).					
31.	<b>Problem analysis</b> (ability to analyse situations on the field)					
32.	<b>Rapport with players</b> (relationship with players off the field)					
33.	<b>Resoluteness</b> (the ability to keep to a decision after it has been made, right or wrong).					
34.	<b>Respect</b> (respect for the players on and off the field)					
35.	<b>Self-confidence</b> (confidence in own ability to select appropriate courses of action).					
36.	<b>Self-motivation</b> (discipline etc. to keep up to date with laws, attend referee meetings, staying fit etc.).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	AVERAGE	MORE IMPORTANT	VERY IMPORTANT
37.	<b>Stress tolerance</b> (ability to handle stress on and off the field).					
38.	<b>Technical skills in terms of law application</b> (all the detail regarding the laws and their application during play).					
39.	<b>Technical skills in general</b> (e.g. scrum techniques in general and not in terms of rugby laws).					
40.	<b>Teamwork</b> (ability to work in a team e.g. with touch judges).					
41.	<b>Trustworthiness</b> (ability to be trusted by the players on the field that the laws will be applied consistently and fair).					



## ADDITIONAL COMPETENCIES

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**Note:**

- Please note that the competencies listed in this table serve as a guideline only. None of these competencies have been categorised. This questionnaire only serve to gather the opinion of a panel of experts in the field and further questionnaires will help in narrowing down this expert opinions.
- Knowledge of the rules is not seen as a competency since it is one of the cardinal elements of being a referee.

Looking forward to our second meeting during the second part of this study, which will be in the form of another short questionnaire.

**Thank you for your time and participation**

**Anton de Villiers**

# APPENDIX 2

## QUESTIONNAIRE TWO

May 2003

Dear Blue Bulls Referee

During an earlier occasion you completed a questionnaire in which you rated the importance of 41 competencies that a rugby union referee should possess.

The data received from that survey has now been analysed and a second questionnaire has been developed in which these competencies, and others that you have identified, are incorporated. The items of the revised questionnaire must now be narrowed down further in terms of importance and for this I again need your assistance.

Please read the instructions and complete the attached questionnaire. There are no wrong answers, only your view as someone who has had close experiences with the game of rugby and is passionate about it.

Regards

Anton de Villiers and Prof. Hannes de Beer

## INSTRUCTIONS

YOU ARE KINDLY REQUESTED TO INDICATE WHICH OF THE FOLLOWING COMPETENCIES YOU THINK ARE IMPORTANT OR LESS IMPORTANT FOR A RUGBY UNION REFEREE TO POSSESS. IF THERE ARE COMPETENCIES YOU CONSIDER IMPORTANT OR RELEVANT BUT WHICH ARE NOT LISTED PLEASE INDICATE THEM IN THE SPACE PROVIDED.

PLEASE RANK THE COMPETENCIES MENTIONED ON THE FOLLOWING SCALE BY TICKING (X) IN THE COLUMN OF CHOICE.

- 1 - IRRELEVANT FOR A REFEREE TO POSSESS
- 2 - LESS IMPORTANT FOR A REFEREE TO POSSESS
- 3 - IMPORTANT FOR A REFEREE TO POSSESS
- 4 - VERY IMPORTANT FOR A GOOD REFEREE TO POSSESS
- 5 - A DEFINITE COMPETENCY TO BE ONE OF THE BEST REFEREES

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	A DEFINITE COMPETENCY TO HAVE
1.	<b>Trustworthiness</b> (ability to make the make the players trust you and know that the laws will be applied consistently and fair).					
2.	<b>Concentration / Focus</b> (ability to stay focused during a match and not to allow the mind to fluctuate).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	A DEFINITE COMPETENCY TO HAVE
3.	<b>Objectivity / Impartiality</b> (being able to treat both sides the same; not to pick sides).					
4.	<b>Honesty / Integrity</b> (the ability to be honest with players, on and off the field).					
5.	<b>Self-confidence</b> (belief in own ability to select appropriate courses of action).					
6.	<b>Commitment</b> (dedication to do best when preparing for games; know the rules; and always giving best when refereeing a match).					
7.	<b>Composure</b> (to be calm during difficult situations).					
8.	<b>Consistency</b> (consistency in the way rules are applied during a match).					
9.	<b>Decisiveness</b> (the ability to reach quick and firm decisions).					
10.	<b>Fitness</b> (fitness in terms of physical ability to keep up with play during a match).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	A DEFINITE COMPETENCY TO HAVE
11.	<b>Judgment</b> (ability to evaluate and judge situations during a match correctly).					
12.	<b>Resoluteness</b> (the ability to keep to a decision after it has been made, right or wrong).					
13.	<b>Conflict handling</b> (ability to manage conflict situations on the field, e.g. fights during play).					
14.	<b>Flexibility</b> (in terms of using the laws; applying the advantage rule).					
15.	<b>Player control</b> (getting the players to conform and play according to the rules of the game).					
16.	<b>Respect</b> (treating the players on and off the field with the dignity they deserve as human beings).					
17.	<b>Athleticism</b> (athletic ability e.g. speed, agility, etc.).					
18.	<b>Authority</b> (demonstrate authority; show that referee is in charge and the players accept the rulings unconditionally).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	A DEFINITE COMPETENCY TO HAVE
19.	<b>Problem analysis</b> (ability to consider all the facts and quickly analyse situations on the field).					
20.	<b>Technical skills in terms of law application</b> (all the detail regarding the laws and their application during play).					
21.	<b>Communication on the field – oral</b> (ability to communicate in a manner that the message is very clear/ the players know exactly what is expected of them).					
22.	<b>Ambition</b> (a strong desire to be a successful referee).					
23.	<b>Stress tolerance</b> (ability to handle stress on and off the field).					
24.	<b>Eyesight</b> (being able to see the action on the field, “broad vision” during a match).					
25.	<b>Preparation</b> (spend time to prepare mentally and physically before matches and in the lead-up to big games).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	A DEFINITE COMPETENCY TO HAVE
26.	<b>Technical skills in general</b> (e.g. knowledge on scrum techniques in general and not only in terms of rugby laws).					
27.	<b>Leadership</b> (leadership ability of the referee on and off the field).					
28.	<b>Initiative</b> (the ability to take initiative on the field; act before something happens).					
29.	<b>Persuasiveness</b> (the ability to be convincing).					
30.	<b>Frustration tolerance</b> (being able to handle frustrating situations by staying calm).					
31.	<b>Rapport with players</b> (ability to make real interpersonal contact and form relationships with players off the field).					
32.	<b>Dynamism</b> (the ability to be dynamic and to stand out on the field).					
33.	<b>Competitiveness</b> (the referee should care how well he performs in relation to other referees: "he should want to be the best referee").					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	A DEFINITE COMPETENCY TO HAVE
34.	<b>Creativity / Innovation</b> (creative and innovative in terms of how issues are resolved).					
35.	<b>Mental toughness</b> (strong character of mind).					
36.	<b>Influence on players</b> (the ability to influence players' attitudes positively).					



**ADDITIONAL COMPETENCIES**

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**Note:**

- Please note that the competencies listed in this table serve as a guideline only. None of these competencies have been categorized. This questionnaire only serve to gather the opinion of a panel of experts in the field.
- Knowledge of the game rules is not seen as a competency since it is one of the cardinal elements of being a referee.
- If there is a question/competency that was difficult to assess because the meaning is not quite clear to you, please provide the number(s) of the question(s) and state what is unclear in the space provided here:

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**Thank you for your time and participation**

Anton de Villiers

# APPENDIX 3

## QUESTIONNAIRE THREE

June 2003

Dear Referee / Player

I am a Masters' student in Human Resource Management at the University of Pretoria and I am currently doing research on the topic "Generic Competencies of Rugby Union Referees". I am working closely with Kosie Horn of the Blue Bulls Rugby Referees' Society and I have the society's full support.

The purpose of the study is to identify the competencies that are required of rugby referees, which enable them to referee matches effectively. Eventually the information obtained from you can lead to an improved selection procedure to identify new referees at entry level. As the game of rugby is becoming more professional and so much hinges on the proficiency of referees, we would like to improve the effectiveness of the identification process. You will be helping us to achieve this goal.

You will form part of phase two of the project. In this phase as many referees as possible outside the Blue Bulls Society will be surveyed by the following questionnaire. Furthermore as many players as possible, from Currie Cup level upwards, will be requested to participate in the study.

During phase one of the project a two round survey (consisting of a questionnaire similar to this one) was distributed to the Blue Bull referees. The data received was analysed and used in the drawing up of this questionnaire.

Please read the instructions and complete the attached questionnaire. It should take approximately 10 minutes of your time. There are no wrong answers, only your view as someone who has had close experience of the game of rugby and is passionate about it.

Regards

Anton de Villiers

Prof JJ de Beer  
(study leader)

## INSTRUCTIONS

YOU ARE KINDLY REQUESTED TO INDICATE WHICH OF THE FOLLOWING COMPETENCIES YOU THINK ARE ESSENTIAL OR LESS IMPORTANT FOR A RUGBY UNION REFEREE TO POSSESS.

PLEASE RANK THE COMPETENCIES MENTIONED ON THE FOLLOWING SCALE BY TICKING (X) IN THE COLUMN OF CHOICE.

- 1 - IRRELEVANT FOR A REFEREE TO POSSESS
- 2 - LESS IMPORTANT FOR A REFEREE TO POSSESS
- 3 - IMPORTANT FOR A REFEREE TO POSSESS
- 4 - VERY IMPORTANT FOR A GOOD REFEREE TO POSSESS
- 5 - AN ESSENTIAL COMPETENCY TO BE ONE OF THE BEST REFEREES

### REFEREES:

Level of referee:..... Province (Union/Society):.....

PLAYERS: Highest level of representation:.....

Province currently playing for:.....

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL
1.	<b>Trustworthiness</b> (ability to make the make the players trust you and know that the laws will be applied consistently and fair).					
2.	<b>Concentration / Focus</b> (ability to stay focused during a match and not to allow the mind to fluctuate).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL
3.	<b>Objectivity / Impartiality</b> (being able to treat both sides the same; not to pick sides).					
4.	<b>Honesty / Integrity</b> (the ability to be honest with players, on and off the field).					
5.	<b>Self-confidence</b> (belief in own ability to select appropriate courses of action).					
6.	<b>Commitment</b> (dedication to do best when preparing for games; know the rules; and always giving best when refereeing a match).					
7.	<b>Composure</b> (to be calm during difficult situations).					
8.	<b>Consistency</b> (consistency in the way rules are applied during a match).					
9.	<b>Decisiveness</b> (the ability to reach quick and firm decisions).					
10.	<b>Fitness</b> (fitness in terms of physical ability to keep up with play during a match).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL
11.	<b>Judgment</b> (ability to evaluate and judge situations during a match correctly).					
12.	<b>Resoluteness</b> (the ability to keep to a decision after it has been made, right or wrong).					
13.	<b>Conflict handling</b> (ability to manage conflict situations on the field, e.g. fights during play).					
14.	<b>Flexibility</b> (in terms of using the laws; applying the advantage rule).					
15.	<b>Player control</b> (getting the players to conform and play according to the rules of the game).					
16.	<b>Respect</b> (treating the players on and off the field with the dignity they deserve as human beings).					
17.	<b>Athleticism</b> (athletic ability e.g. speed, agility, etc.).					
18.	<b>Authority</b> (demonstrate authority; show that referee is in charge and the players accept the rulings unconditionally).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL
19.	<b>Problem analysis</b> (ability to consider all the facts and quickly analyse situations on the field).					
20.	<b>Technical skills in terms of law application</b> (all the detail regarding the laws and their application during play).					
21.	<b>Communication on the field – oral</b> (ability to communicate in a manner that the message is very clear/ the players know exactly what is expected of them).					
22.	<b>Ambition</b> (a strong desire to be a successful referee).					
23.	<b>Stress tolerance</b> (ability to handle stress on and off the field).					
24.	<b>Eyesight</b> (being able to see the action on the field, "broad vision" during a match).					
25.	<b>Preparation</b> (spend time to prepare mentally and physically before matches and in the lead-up to big games).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL
26.	<b>Technical skills in general</b> (e.g. knowledge on scrum techniques in general and not only in terms of rugby laws).					
27.	<b>Leadership</b> (leadership ability of the referee on and off the field).					
28.	<b>Initiative</b> (the ability to take initiative on the field; act before something happens).					
29.	<b>Persuasiveness</b> (the ability to be convincing).					
30.	<b>Frustration tolerance</b> (being able to handle frustrating situations by staying calm).					
31.	<b>Rapport with players</b> (ability to make real interpersonal contact and form relationships with players off the field).					
32.	<b>Dynamism</b> (the ability to be dynamic and to stand out on the field).					

NO.	COMPETENCY	IRRELEVANT	LESS IMPORTANT	IMPORTANT	VERY IMPORTANT	ESSENTIAL
33.	<b>Competitiveness</b> (the referee should care how well he performs in relation to other referees: "he should want to be the best referee").					
34.	<b>Creativity / Innovation</b> (creative and innovative in terms of how issues are resolved).					
35.	<b>Mental toughness</b> (strong character of mind).					
36.	<b>Influence on players</b> (the ability to influence players' attitudes positively).					

**Note:**

- Please note that the competencies listed in this table serve as a guideline only. None of these competencies have been categorised. This questionnaire only serves to gather the opinion of a panel of experts in the field.
- Knowledge of the game rules is not seen as a competency since it is one of the cardinal elements of being a referee.
- If there is a question/competency that was difficult to assess because the meaning is not quite clear to you, please provide the number(s) of the question(s) and state what is unclear in the space provided here:

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**Thank you for your time and participation**

Anton de Villiers



## APPENDIX 4

### FREQUENCIES FOR THE RESPONSES OF THE TOTAL POPULATION (N=223)

#### Trustworthiness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	1	.4	.4	.4
	less important	4	1.8	1.8	2.2
	important	24	10.8	10.8	13.0
	very important	58	26.0	26.0	39.0
	essential	136	61.0	61.0	100.0
	Total	223	100.0	100.0	

#### Concentration/Focus

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	5	2.2	2.2	2.2
	important	15	6.7	6.7	9.0
	very important	68	30.5	30.5	39.5
	essential	135	60.5	60.5	100.0
	Total	223	100.0	100.0	

#### Objectivity/Impartiality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	1	.4	.4	.4
	important	9	4.0	4.0	4.5
	very important	51	22.9	22.9	27.4
	essential	162	72.6	72.6	100.0
	Total	223	100.0	100.0	

**Honesty/Integrity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	1	.4	.4	.4
	less important	1	.4	.4	.9
	important	24	10.8	10.8	11.7
	very important	55	24.7	24.7	36.3
	essential	142	63.7	63.7	100.0
	Total	223	100.0	100.0	

**Self-confidence**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	3	1.3	1.3	1.3
	important	29	13.0	13.0	14.3
	very important	88	39.5	39.5	53.8
	essential	103	46.2	46.2	100.0
	Total	223	100.0	100.0	

**Commitment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	2	.9	.9	.9
	important	21	9.4	9.4	10.3
	very important	68	30.5	30.5	40.8
	essential	132	59.2	59.2	100.0
	Total	223	100.0	100.0	

**Composure**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	1	.4	.4	.4
	less important	2	.9	.9	1.3
	important	24	10.8	10.8	12.1
	very important	96	43.0	43.0	55.2
	essential	100	44.8	44.8	100.0
	Total	223	100.0	100.0	

**Consistency**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	2	.9	.9	.9
	important	13	5.8	5.8	6.7
	very important	62	27.8	27.8	34.5
	essential	146	65.5	65.5	100.0
	Total	223	100.0	100.0	

**Decisiveness**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	2	.9	.9	.9
	important	23	10.3	10.3	11.2
	very important	89	39.9	39.9	51.1
	essential	109	48.9	48.9	100.0
	Total	223	100.0	100.0	

**Fitness**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	1	.4	.4	.4
	important	21	9.4	9.4	9.9
	very important	85	38.1	38.1	48.0
	essential	116	52.0	52.0	100.0
	Total	223	100.0	100.0	

**Judgment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	2	.9	.9	.9
	important	16	7.2	7.2	8.1
	very important	91	40.8	40.8	48.9
	essential	114	51.1	51.1	100.0
	Total	223	100.0	100.0	

**Resoluteness**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	1	.4	.4	.4
	less important	3	1.3	1.3	1.8
	important	32	14.3	14.3	16.1
	very important	87	39.0	39.0	55.2
	essential	100	44.8	44.8	100.0
	Total	223	100.0	100.0	

**Conflict handling**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	1	.4	.4	.4
	less important	1	.4	.4	.9
	important	32	14.3	14.3	15.2
	very important	88	39.5	39.5	54.7
	essential	101	45.3	45.3	100.0
	Total	223	100.0	100.0	

**Flexibility**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	3	1.3	1.3	1.3
	important	40	17.9	17.9	19.3
	very important	100	44.8	44.8	64.1
	essential	80	35.9	35.9	100.0
	Total	223	100.0	100.0	

**Player control**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	3	1.3	1.3	1.3
	important	36	16.1	16.1	17.5
	very important	95	42.6	42.6	60.1
	essential	89	39.9	39.9	100.0
	Total	223	100.0	100.0	

**Respect**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	2	.9	.9	.9
	less important	3	1.3	1.3	2.2
	important	35	15.7	15.7	17.9
	very important	69	30.9	30.9	48.9
	essential	114	51.1	51.1	100.0
	Total	223	100.0	100.0	

**Athleticism**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	2	.9	.9	.9
	less important	8	3.6	3.6	4.5
	important	61	27.4	27.4	31.8
	very important	89	39.9	39.9	71.7
	essential	63	28.3	28.3	100.0
	Total	223	100.0	100.0	

**Authority**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	4	1.8	1.8	1.8
	important	61	27.4	27.4	29.1
	very important	90	40.4	40.4	69.5
	essential	68	30.5	30.5	100.0
	Total	223	100.0	100.0	

**Problem analysis**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	3	1.3	1.3	1.3
	important	28	12.6	12.6	13.9
	very important	95	42.6	42.6	56.5
	essential	97	43.5	43.5	100.0
	Total	223	100.0	100.0	

**Technical skills - law application**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	2	.9	.9	.9
	important	41	18.4	18.4	19.3
	very important	83	37.2	37.2	56.5
	essential	97	43.5	43.5	100.0
	Total	223	100.0	100.0	

**Communication on field - oral**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	3	1.3	1.3	1.3
	important	27	12.1	12.1	13.5
	very important	88	39.5	39.5	52.9
	essential	105	47.1	47.1	100.0
	Total	223	100.0	100.0	

**Ambition**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	3	1.3	1.3	1.3
	less important	9	4.0	4.0	5.4
	important	43	19.3	19.3	24.7
	very important	76	34.1	34.1	58.7
	essential	92	41.3	41.3	100.0
	Total	223	100.0	100.0	

**Stress tolerance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	2	.9	.9	.9
	less important	7	3.1	3.1	4.0
	important	46	20.6	20.6	24.7
	very important	83	37.2	37.2	61.9
	essential	85	38.1	38.1	100.0
	Total	223	100.0	100.0	

**Eyesight**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	3	1.3	1.3	1.3
	important	34	15.2	15.2	16.6
	very important	95	42.6	42.6	59.2
	essential	91	40.8	40.8	100.0
	Total	223	100.0	100.0	

**Preparation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	4	1.8	1.8	1.8
	important	48	21.5	21.5	23.3
	very important	84	37.7	37.7	61.0
	essential	87	39.0	39.0	100.0
	Total	223	100.0	100.0	

**Technical skills - general**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	2	.9	.9	.9
	important	42	18.8	18.8	19.7
	very important	82	36.8	36.8	56.5
	essential	97	43.5	43.5	100.0
	Total	223	100.0	100.0	

**Leadership**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	8	3.6	3.6	3.6
	important	65	29.1	29.1	32.7
	very important	85	38.1	38.1	70.9
	essential	65	29.1	29.1	100.0
	Total	223	100.0	100.0	

**Initiative**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	8	3.6	3.6	3.6
	important	55	24.7	24.7	28.3
	very important	89	39.9	39.9	68.2
	essential	71	31.8	31.8	100.0
	Total	223	100.0	100.0	

**Persuasiveness**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	6	2.7	2.7	2.7
	less important	10	4.5	4.5	7.2
	important	69	30.9	30.9	38.1
	very important	80	35.9	35.9	74.0
	essential	58	26.0	26.0	100.0
	Total	223	100.0	100.0	

**Frustration tolerance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	7	3.1	3.1	3.1
	important	42	18.8	18.8	22.0
	very important	93	41.7	41.7	63.7
	essential	81	36.3	36.3	100.0
	Total	223	100.0	100.0	

**Rapport with players**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	13	5.8	5.8	5.8
	less important	42	18.8	18.8	24.7
	important	55	24.7	24.7	49.3
	very important	69	30.9	30.9	80.3
	essential	44	19.7	19.7	100.0
	Total	223	100.0	100.0	



**Dynamism**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	15	6.7	6.7	6.7
	less important	50	22.4	22.4	29.1
	important	61	27.4	27.4	56.5
	very important	51	22.9	22.9	79.4
	essential	46	20.6	20.6	100.0
	Total	223	100.0	100.0	

**Competitiveness**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	7	3.1	3.1	3.1
	less important	27	12.1	12.1	15.2
	important	47	21.1	21.1	36.3
	very important	80	35.9	35.9	72.2
	essential	62	27.8	27.8	100.0
	Total	223	100.0	100.0	

**Creativity/Innovation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	2	.9	.9	.9
	less important	24	10.8	10.8	11.7
	important	71	31.8	31.8	43.5
	very important	80	35.9	35.9	79.4
	essential	46	20.6	20.6	100.0
	Total	223	100.0	100.0	

**Mental toughness**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less important	11	4.9	4.9	4.9
	important	41	18.4	18.4	23.3
	very important	77	34.5	34.5	57.8
	essential	94	42.2	42.2	100.0
	Total	223	100.0	100.0	

## Influence on players

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	irrelevant	3	1.3	1.3	1.3
	less important	15	6.7	6.7	8.1
	important	39	17.5	17.5	25.6
	very important	90	40.4	40.4	65.9
	essential	76	34.1	34.1	100.0
	Total	223	100.0	100.0	

## APPENDIX 5

### Matrix for the Blue Bulls referees responses of the first questionnaire

<b>Competency</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Average</b>	<b>More important</b>	<b>Very important</b>	<b>Number of responses</b>
Ambition	1	5	2	10	29	47
Athleticism	0	0	0	15	32	47
Authority	0	0	1	15	31	47
Biographical elements	4	13	15	11	4	47
Commitment	0	0	0	7	40	47
Communication - oral	0	0	4	13	30	47
Communication - body language	0	0	1	14	32	47
Competitiveness	2	2	10	18	15	47
Composure	0	0	1	6	40	47
Concentration / Focus	0	0	1	4	42	47
Conflict handling	0	1	0	13	33	47
Consistency	0	0	1	6	40	47
Creativity / Innovation	0	0	10	27	10	47
Decisiveness	0	0	0	10	37	47
Dynamism	0	0	6	25	16	47
Extrovertiveness	2	4	24	14	3	47
Eyesight	0	0	4	15	28	47
Fitness	0	0	1	9	37	47
Flexibility		1	1	12	33	47
Frustration tolerance	0	0	7	22	18	47
Honesty / Integrity	0	0	3	3	41	47
Initiative	1	2	6	18	20	47
Influence on players	1	5	7	26	8	47
Introvertiveness	11	17	10	5	4	47
Good judgment	0	1	1	10	35	47
Leadership	1	1	6	18	21	47

<b>Competency</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Average</b>	<b>More important</b>	<b>Very important</b>	<b>Number of responses</b>
Objectivity / Impartiality	0	1	0	4	42	47
Persuasiveness	1	2	13	11	20	47
Player control	0	0	2	12	33	47
Preparation	0	1	3	16	27	47
Problem analysis	0	0	2	14	31	47
Rapport with players	2	6	6	16	17	47
Resoluteness	0	0	0	13	34	47
Respect	0	0	2	12	33	47
Self-confidence	0	0		6	41	47
Self-motivation	0	0	1	7	39	47
Stress tolerance	1	0	2	15	29	47
Technical skills - law application	0	0	2	14	31	47
Technical skills - general	0	0	5	16	26	47
Teamwork	0	0	4	16	27	47
Trustworthiness	0	0	2	2	43	47
<b>TOTALS</b>	27	62	166	520	1152	

# APPENDIX 6

## Matrix for the Free State Referees

Competency	Irrelevant	Less important	Important	Very important	Essential	Total respondents
Trustworthiness	0	0	0	5	5	10
Concentration/focus	0	0	0	5	5	10
Objectivity/Impartiality	0	0	0	3	7	10
Honesty/integrity	0	0	0	5	5	10
Self-confidence	0	0	2	3	5	10
Commitment	0	0	2	5	3	10
Composure	0	0	1	4	5	10
Consistency	0	0	2	4	4	10
Decisiveness	0	0	1	7	2	10
Fitness	0	0	2	6	2	10
Judgment	0	0	1	6	3	10
Resoluteness	0	0	2	5	3	10
Conflict handling	0	0	3	5	2	10
Flexibility	0	0	2	6	2	10
Player control	0	0	2	5	3	10
Respect	0	0	2	5	3	10
Athleticism	0	0	1	4	5	10
Authority	0	0	2	5	3	10
Problem analysis	0	0	0	7	3	10
Technical skills - law application	0	0	2	4	4	10
Communication on field - oral	0	0	2	5	3	10
Ambition	0	0	1	4	5	10
Stress tolerance	0	1	3	2	4	10
Eyesight	0	0	2	6	2	10
Preparation	0	0	6	2	2	10
Technical skills - general	0	0	1	6	3	10
Leadership	0	0	0	5	5	10
Initiative	0	0	3	5	2	10
Persuasiveness	0	1	4	4	1	10
Frustration tolerance	0	0	1	6	3	10
Rapport with players	1	3	3	3	0	10
Dynamism	1	3	2	3	1	10
Competitiveness	1	2	2	5	0	10
Creativity/innovation	0	1	6	3	0	10
Mental toughness	0	0	3	4	3	10
Influence on players	0	0	2	7	1	10

# APPENDIX 7

## MATRIXES OF REFEREE AND PLAYERS UNION'S / SOCIETY'S WITH A LOW RESPONSE RATE

### NATAL REFEREES

Competencies	Irrelevant	Less important	Important	Very important	Essential	Total respondents
Trustworthiness	0	0	1	0	2	3
Concentration/focus	0	0	0	0	3	3
Objectivity/Impartiality	0	0	0	0	3	3
Honesty/integrity	0	0	1	1	1	3
Self-confidence	0	0	0	0	3	3
Commitment	0	0	0	0	0	3
Composure	0	0	0	1	2	3
Consistency	0	0	0	1	2	3
Decisiveness	0	0	0	0	3	3
Fitness	0	0	0	0	3	3
Judgment	0	0	0	2	1	3
Resoluteness	0	0	1	0	2	3
Conflict handling	0	0	0	2	1	3
Flexibility	0	0	0	2	1	3
Player control	0	0	1	1	1	3
Respect	0	0	1	0	2	3
Athleticism	0	0	0	2	1	3
Authority	0	0	0	2	1	3
Problem analysis	0	0	0	2	1	3
Technical skills - law application	0	0	0	0	3	3
Communication on field - oral	0	0	0	1	2	3
Ambition	0	0	0	2	1	3
Stress tolerance	0	0	0	2	1	3
Eyesight	0	0	0	2	1	3
Preparation	0	0	0	2	1	3
Technical skills - general	0	0	0	2	1	3
Leadership	0	0	1	1	1	3
Initiative	0	0	1	1	1	3
Persuasiveness	0	0	1	1	1	3
Frustration tolerance	0	0	0	1	2	3

<b>Competencies</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Rapport with players	0	0	0	1	2	3
Dynamism	0	0	0	1	2	3
Competitiveness	0	0	0	1	2	3
Creativity/innovation	0	0	1	1	1	3
Mental toughness	0	0	0	0	3	3
Influence on players	0	0	0	2	1	3

According to this matrix the Natal referees were of the opinion that the following are the most important competencies.

- Concentration/Focus
- Objectivity/Impartiality
- Self-confidence
- Decisiveness
- Fitness
- Technical skills – law application
- Mental toughness

All three respondents rated these competencies as essential.

## **GRIQUAS REFEREES**

<b>Competency</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Trustworthiness	0	0	0	1	4	5
Concentration/focus	0	0	0	1	4	5
Objectivity/Impartiality	0	0	0	0	5	5
Honesty/integrity	0	0	0	2	3	5
Self-confidence	0	0	1	2	2	5
Commitment	0	0	1	1	3	5
Composure	0	0	0	2	3	5
Consistency	0	0	0	1	4	5
Decisiveness	0	0	0	1	4	5
Fitness	0	0	0	0	5	5
Judgment	0	0	0	1	4	5

<b>Competency</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Resoluteness	0	0	0	2	3	5
Conflict handling	0	0	0	1	4	5
Flexibility	0	0	0	1	4	5
Player control	0	0	0	1	4	5
Respect	0	0	0	1	4	5
Athleticism	0	0	1	2	2	5
Authority	0	0	0	1	4	5
Problem analysis	0	0	0	1	4	5
Technical skills - law application	0	0	0	1	4	5
Communication on field - oral	0	0	0	1	4	5
Ambition	0	0	0	1	4	5
Stress tolerance	0	0	1	1	3	5
Eyesight	0	0	1	1	3	5
Preparation	0	0	0	1	4	5
Technical skills - general	0	0	1	1	3	5
Leadership	0	0	0	2	3	5
Initiative	0	0	1	1	3	5
Persuasiveness	0	0	0	2	3	5
Frustration tolerance	0	0	1	1	3	5
Rapport with players	1	0	0	1	3	5
Dynamism	0	0	0	0	5	5
Competitiveness	0	0	0	2	3	5
Creativity/innovation	0	0	1	1	3	5
Mental toughness	0	0	0	0	5	5
Influence on players	0	0	0	1	4	5

After taking the above matrix (which was compiled using the frequency tables from SPSS 11,5) into consideration, the following competencies can be seen as the most important from the Griqua referees opinions:

- Objectivity/Impartiality
- Fitness
- Dynamism
- Mental toughness

This four competencies were all rated as essential for a top referee to possess by the Griqua referees.



## SOUTH WESTERN DISTRICTS REFEREES

<b>Competency</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Trustworthiness	0	0	0	1	5	6
Concentration/focus	0	0	0	0	6	6
Objectivity/Impartiality	0	0	0	1	5	6
Honesty/integrity	0	0	0	1	5	6
Self-confidence	0	0	0	2	4	6
Commitment	0	0	0	2	4	6
Composure	0	0	0	2	4	6
Consistency	0	0	0	2	4	6
Decisiveness	0	0	0	1	5	6
Fitness	0	0	0	1	5	6
Judgment	0	0	1	1	4	6
Resoluteness	0	0	0	4	2	6
Conflict handling	0	0	0	1	5	6
Flexibility	0	0	1	2	3	6
Player control	0	0	1	1	4	6
Respect	0	0	1	1	4	6
Athleticism	0	0	1	2	3	6
Authority	0	0	1	1	4	6
Problem analysis	0	0	0	4	2	6
Technical skills - law application	0	0	1	1	4	6
Communication on field - oral	0	0	0	1	5	6
Ambition	0	0	1	1	4	6
Stress tolerance	0	0	0	3	3	6
Eyesight	0	0	0	2	4	6
Preparation	0	0	0	1	5	6
Technical skills - general	0	0	1	1	4	6
Leadership	0	0	1	2	3	6
Initiative	0	0	1	3	2	6
Persuasiveness	0	0	2	1	3	6
Frustration tolerance	0	0	1	3	2	6
Rapport with players	0	0	1	2	3	6
Dynamism	0	1	1	0	4	6
Competitiveness	0	1	0	1	4	6
Creativity/innovation	0	0	2	1	3	6
Mental toughness	0	0	1	1	4	6
Influence on players	0	1	0	1	4	6
<b>TOTALS</b>	0	3	19	55	139	

According to the matrix of the South Western Districts referees the following are the most important competencies for a referee to possess:

- Concentration / Focus (this is the only competency that all six SWD referees rated as essential, the other competencies only received five responses of essential)
- Trustworthiness
- Objectivity / Impartiality
- Honesty / Integrity
- Decisiveness
- Fitness
- Conflict handling
- Communication on the field – oral

## EASTERN PROVINCE REFEREES

<b>Competencies</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Trustworthiness	0	0	0	2	3	5
Concentration/focus	0	0	0	1	4	5
Objectivity/Impartiality	0	0	0	1	4	5
Honesty/integrity	0	0	0	2	3	5
Self-confidence	0	0	0	2	3	5
Commitment	0	0	0	2	3	5
Composure	0	0	0	2	3	5
Consistency	0	0	0	2	3	5
Decisiveness	0	0	0	2	3	5
Fitness	0	0	0	2	3	5
Judgment	0	0	0	3	2	5
Resoluteness	0	0	1	2	2	5
Conflict handling	0	0	0	4	1	5
Flexibility	0	0	1	1	3	5
Player control	0	0	1	2	2	5
Respect	0	0	1	2	2	5
Athleticism	0	0	1	1	3	5
Authority	0	0	1	2	2	5
Problem analysis	0	0	1	3	1	5

<b>Competencies</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Technical skills - law application	0	0	2	1	2	5
Communication on field - oral	0	0	0	1	4	5
Ambition	0	0	2	1	2	5
Stress tolerance	0	0	1	2	2	5
Eyesight	0	0	0	3	2	5
Preparation	0	0	0	3	2	5
Technical skills - general	0	0	1	1	3	5
Leadership	0	0	0	3	2	5
Initiative	0	0	0	3	2	5
Persuasiveness	0	1	2	1	1	5
Frustration tolerance	0	0	0	3	2	5
Rapport with players	0	2	1	2	0	5
Dynamism	0	2	1	1	1	5
Competitiveness	0	1	2	2	0	5
Creativity/innovation	0	1	2	2	0	5
Mental toughness	0	0	0	4	1	5
Influence on players	0	0	1	3	1	5
<b>TOTALS</b>	0	7	22	74	77	

According to the above matrix the Eastern Province referees rated the following competencies as the most important. All these competencies received four essential responses.

- Concentration / Focus
- Objectivity / Impartiality
- Ambition

## NATAL SHARKS CURRIE CUP PLAYERS

<b>Competency</b>	<b>Irrelevant</b>	<b>Less important</b>	<b>Important</b>	<b>Very important</b>	<b>Essential</b>	<b>Total respondents</b>
Trustworthiness	0	0	1	1	4	6
Concentration/focus	0	0	0	2	4	6
Objectivity/Impartiality	0	0	0	0	6	6
Honesty/integrity	0	0	0	1	5	6
Self-confidence	0	0	2	2	2	6
Commitment	0	0	1	2	3	6
Composure	0	0	0	3	3	6
Consistency	0	0	0	1	5	6
Decisiveness	0	0	0	4	2	6
Fitness	0	0	0	5	1	6
Judgment	0	0	1	3	2	6
Resoluteness	0	0	0	5	1	6
Conflict handling	0	0	1	4	1	6
Flexibility	0	0	2	3	1	6
Player control	0	0	2	3	1	6
Respect	0	0	2	1	3	6
Athleticism	0	0	3	2	1	6
Authority	0	0	3	2	1	6
Problem analysis	0	0	1	2	3	6
Technical skills- law application	0	0	0	1	5	6
Communication on field - oral	0	0	2	1	3	6
Ambition	0	0	2	2	2	6
Stress tolerance	0	0	1	3	2	6
Eyesight	0	0	2	2	2	6
Preparation	0	0	2	1	3	6
Technical skills - general	0	0	0	2	4	6
Leadership	0	1	3	1	1	6
Initiative	0	0	3	1	2	6
Persuasiveness	0	1	2	2	1	6
Frustration tolerance	0	0	1	2	3	6
Rapport with players	0	2	1	2	1	6
Dynamism	1	2	2	1	0	6
Competitiveness	0	2	2	1	1	6
Creativity/innovation	0	0	3	1	2	6
Mental toughness	0	0	3	1	2	6
Influence on players	0	0	0	1	5	6
<b>TOTALS</b>	1	8	48	71	88	

According to the matrix of the Natal Sharks players the following competencies are the most important for a referee to possess.

- Objectivity / Impartiality
- Honesty / Integrity
- Consistency
- Technical skills – law application
- Influence on players

It is interesting to note that three of the six Natal Sharks players represented South Africa as Springboks.

# APPENDIX 8

## DESCRIPTIVE DATA OF THE ANOVA FOR FOUR GROUPS

Competency	Respondents	N	Mean	Std. Deviation	Std. Error
Trustworthiness	WP refs	50	4.62	.667	.094
	Lions refs	69	4.49	.779	.094
	Bulls refs	32	4.28	.813	.144
	Bulls players	35	4.14	1.033	.175
	Total	186	4.42	.823	.060
Concentration/Focus	WP refs	50	4.74	.487	.069
	Lions refs	69	4.45	.676	.081
	Bulls refs	32	4.06	1.014	.179
	Bulls players	35	4.40	.775	.131
	Total	186	4.45	.750	.055
Objectivity/Impartiality	WP refs	50	4.72	.497	.070
	Lions refs	69	4.74	.474	.057
	Bulls refs	32	4.53	.567	.100
	Bulls players	35	4.49	.853	.144
	Total	186	4.65	.589	.043
Honesty/Integrity	WP refs	50	4.68	.551	.078
	Lions refs	69	4.68	.581	.070
	Bulls refs	32	4.34	.787	.139
	Bulls players	35	4.00	1.057	.179
	Total	186	4.49	.766	.056
Self-confidence	WP refs	50	4.44	.675	.095
	Lions refs	69	4.39	.647	.078
	Bulls refs	32	4.06	.759	.134
	Bulls players	35	4.03	.923	.156
	Total	186	4.28	.748	.055
Commitment	WP refs	50	4.70	.505	.071
	Lions refs	69	4.51	.585	.070
	Bulls refs	32	4.19	.931	.165
	Bulls players	35	4.43	.850	.144
	Total	186	4.49	.707	.052
Composure	WP refs	50	4.46	.646	.091
	Lions refs	69	4.32	.653	.079
	Bulls refs	32	4.00	.984	.174
	Bulls players	35	4.17	.747	.126
	Total	186	4.27	.746	.055
Consistency	WP refs	50	4.70	.505	.071
	Lions refs	69	4.59	.649	.078
	Bulls refs	32	4.41	.712	.126
	Bulls players	35	4.54	.741	.125
	Total	186	4.58	.646	.047

<b>Competency</b>	<b>Respondents</b>	<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>	<b>Std. Error</b>
Decisiveness	WP refs	50	4.56	.644	.091
	Lions refs	69	4.38	.730	.088
	Bulls refs	32	4.31	.644	.114
	Bulls players	35	4.00	.767	.130
	Total	186	4.34	.720	.053
Fitness	WP refs	50	4.64	.563	.080
	Lions refs	69	4.36	.641	.077
	Bulls refs	32	4.47	.567	.100
	Bulls players	35	4.11	.900	.152
	Total	186	4.41	.686	.050
Judgment	WP refs	50	4.62	.567	.080
	Lions refs	69	4.36	.618	.074
	Bulls refs	32	4.28	.772	.136
	Bulls players	35	4.40	.775	.131
	Total	186	4.42	.672	.049
Resoluteness	WP refs	50	4.40	.670	.095
	Lions refs	69	4.26	.779	.094
	Bulls refs	32	4.63	.492	.087
	Bulls players	35	3.94	.998	.169
	Total	186	4.30	.782	.057
Conflict handling	WP refs	50	4.56	.644	.091
	Lions refs	69	4.17	.747	.090
	Bulls refs	32	4.31	.780	.138
	Bulls players	35	4.06	.906	.153
	Total	186	4.28	.776	.057
Flexibility	WP refs	50	4.26	.751	.106
	Lions refs	69	4.16	.699	.084
	Bulls refs	32	4.00	.880	.156
	Bulls players	35	4.06	.765	.129
	Total	186	4.14	.758	.056
Player control	WP refs	50	4.44	.675	.095
	Lions refs	69	4.12	.738	.089
	Bulls refs	32	4.16	.723	.128
	Bulls players	35	4.14	.810	.137
	Total	186	4.22	.740	.054
Respect	WP refs	50	4.58	.642	.091
	Lions refs	69	4.28	.856	.103
	Bulls refs	32	4.09	.818	.145
	Bulls players	35	4.11	1.078	.182
	Total	186	4.30	.860	.063
Athleticism	WP refs	50	4.28	.640	.091
	Lions refs	69	3.91	.800	.096
	Bulls refs	32	3.53	.983	.174
	Bulls players	35	3.71	1.100	.186
	Total	186	3.91	.893	.065
Authority	WP refs	50	4.12	.824	.117
	Lions refs	69	3.87	.765	.092
	Bulls refs	32	3.91	.818	.145
	Bulls players	35	3.97	.857	.145
	Total	186	3.96	.808	.059

<b>Competency</b>	<b>Respondents</b>	<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>	<b>Std. Error</b>
Problem analysis	WP refs	50	4.36	.776	.110
	Lions refs	69	4.26	.678	.082
	Bulls refs	32	4.31	.644	.114
	Bulls players	35	4.14	.879	.149
	Total	186	4.27	.739	.054
Technical skills - law application	WP refs	50	4.30	.707	.100
	Lions refs	69	4.07	.734	.088
	Bulls refs	32	4.34	.602	.106
	Bulls players	35	4.20	.933	.158
	Total	186	4.20	.751	.055
Communication on field - oral	WP refs	50	4.46	.613	.087
	Lions refs	69	4.13	.765	.092
	Bulls refs	32	4.31	.780	.138
	Bulls players	35	4.51	.658	.111
	Total	186	4.32	.723	.053
Ambition	WP refs	50	5.38	7.197	1.018
	Lions refs	69	3.90	.987	.119
	Bulls refs	32	3.84	.954	.169
	Bulls players	35	4.09	1.121	.190
	Total	186	4.32	3.857	.283
Stress tolerance	WP refs	50	4.46	.706	.100
	Lions refs	69	3.97	.822	.099
	Bulls refs	32	3.72	.958	.169
	Bulls players	35	4.03	1.071	.181
	Total	186	4.07	.901	.066
Eyesight	WP refs	50	4.44	.733	.104
	Lions refs	69	4.10	.731	.088
	Bulls refs	32	4.25	.672	.119
	Bulls players	35	4.14	.845	.143
	Total	186	4.23	.752	.055
Preparation	WP refs	50	4.44	.675	.095
	Lions refs	69	4.03	.747	.090
	Bulls refs	32	3.84	.884	.156
	Bulls players	35	4.14	.912	.154
	Total	186	4.13	.808	.059
Technical skills - general	WP refs	50	4.38	.725	.103
	Lions refs	69	4.09	.800	.096
	Bulls refs	32	4.06	.716	.127
	Bulls players	35	4.29	.893	.151
	Total	186	4.20	.791	.058
Leadership	WP refs	50	4.14	.670	.095
	Lions refs	69	3.78	.855	.103
	Bulls refs	32	4.09	.777	.137
	Bulls players	35	3.89	1.105	.187
	Total	186	3.95	.859	.063



Competency	Respondents	N	Mean	Std. Deviation	Std. Error
Initiative	WP refs	50	4.14	.833	.118
	Lions refs	69	3.91	.887	.107
	Bulls refs	32	4.13	.707	.125
	Bulls players	35	3.94	.938	.158
	Total	186	4.02	.854	.063
Persuasiveness	WP refs	50	3.80	1.010	.143
	Lions refs	69	3.84	.868	.105
	Bulls refs	32	3.63	1.157	.205
	Bulls players	35	3.69	.963	.163
	Total	186	3.76	.974	.071
Frustration tolerance	WP refs	50	4.28	.784	.111
	Lions refs	69	4.01	.831	.100
	Bulls refs	32	3.88	.793	.140
	Bulls players	35	4.11	.900	.152
	Total	186	4.08	.831	.061
Rapport with players	WP refs	50	3.46	1.216	.172
	Lions refs	69	3.36	1.150	.138
	Bulls refs	32	3.22	1.099	.194
	Bulls players	35	3.51	1.147	.194
	Total	186	3.39	1.154	.085
Dynamism	WP refs	50	3.32	1.236	.175
	Lions refs	69	3.25	1.193	.144
	Bulls refs	32	3.25	1.107	.196
	Bulls players	35	3.20	1.256	.212
	Total	186	3.26	1.194	.088
Competitiveness	WP refs	50	3.74	1.291	.183
	Lions refs	69	3.64	.907	.109
	Bulls refs	32	3.50	1.107	.196
	Bulls players	35	4.20	.933	.158
	Total	186	3.75	1.078	.079
Creativity/Innovation	WP refs	50	3.74	.899	.127
	Lions refs	69	3.64	.857	.103
	Bulls refs	32	3.44	1.045	.185
	Bulls players	35	3.89	1.078	.182
	Total	186	3.68	.949	.070
Mental toughness	WP refs	50	4.26	.777	.110
	Lions refs	69	4.10	.877	.106
	Bulls refs	32	3.94	1.045	.185
	Bulls players	35	4.03	.985	.166
	Total	186	4.10	.904	.066
Influence on players	WP refs	50	4.28	.757	.107
	Lions refs	69	3.91	.951	.114
	Bulls refs	32	3.75	1.218	.215
	Bulls players	35	3.83	1.071	.181
	<b>Total</b>	<b>186</b>	<b>3.97</b>	<b>.991</b>	<b>.073</b>

# APPENDIX 9

## DESCRIPTIVE DATA OF THE ANOVA ANALYSIS FOR THREE GROUPS

		N	Mean	Std. Deviation	Minimum	Maximum
<b>Competency</b>						
Trustworthiness	WP refs	50	4.62	.667	2	5
	Lions refs	69	4.49	.779	2	5
	Bulls refs	32	4.28	.813	3	5
	Total	151	4.49	.756	2	5
Concentration/Focus	WP refs	50	4.74	.487	3	5
	Lions refs	69	4.45	.676	2	5
	Bulls refs	32	4.06	1.014	2	5
	Total	151	4.46	.746	2	5
Objectivity/Impartiality	WP refs	50	4.72	.497	3	5
	Lions refs	69	4.74	.474	3	5
	Bulls refs	32	4.53	.567	3	5
	Total	151	4.69	.506	3	5
Honesty/Integrity	WP refs	50	4.68	.551	3	5
	Lions refs	69	4.68	.581	3	5
	Bulls refs	32	4.34	.787	3	5
	Total	151	4.61	.632	3	5
Self-confidence	WP refs	50	4.44	.675	3	5
	Lions refs	69	4.39	.647	2	5
	Bulls refs	32	4.06	.759	2	5
	Total	151	4.34	.692	2	5
Commitment	WP refs	50	4.70	.505	3	5
	Lions refs	69	4.51	.585	3	5
	Bulls refs	32	4.19	.931	2	5
	Total	151	4.50	.672	2	5
Composure	WP refs	50	4.46	.646	3	5
	Lions refs	69	4.32	.653	3	5
	Bulls refs	32	4.00	.984	1	5
	Total	151	4.30	.747	1	5
Consistency	WP refs	50	4.70	.505	3	5
	Lions refs	69	4.59	.649	2	5
	Bulls refs	32	4.41	.712	2	5
	Total	151	4.59	.625	2	5
Decisiveness	WP refs	50	4.56	.644	2	5
	Lions refs	69	4.38	.730	2	5
	Bulls refs	32	4.31	.644	3	5
	Total	151	4.42	.687	2	5
Fitness	WP refs	50	4.64	.563	3	5
	Lions refs	69	4.36	.641	3	5
	Bulls refs	32	4.47	.567	3	5
	Total	151	4.48	.609	3	5

		N	Mean	Std. Deviation	Minimum	Maximum
<b>Competency</b>						
Judgment	WP refs	50	4.62	.567	3	5
	Lions refs	69	4.36	.618	3	5
	Bulls refs	32	4.28	.772	2	5
	Total	151	4.43	.648	2	5
Resoluteness	WP refs	50	4.40	.670	3	5
	Lions refs	69	4.26	.779	1	5
	Bulls refs	32	4.63	.492	4	5
	Total	151	4.38	.701	1	5
Conflict handling	WP refs	50	4.56	.644	3	5
	Lions refs	69	4.17	.747	2	5
	Bulls refs	32	4.31	.780	3	5
	Total	151	4.33	.737	2	5
Flexibility	WP refs	50	4.26	.751	3	5
	Lions refs	69	4.16	.699	3	5
	Bulls refs	32	4.00	.880	2	5
	Total	151	4.16	.758	2	5
Player control	WP refs	50	4.44	.675	3	5
	Lions refs	69	4.12	.738	2	5
	Bulls refs	32	4.16	.723	3	5
	Total	151	4.23	.725	2	5
Respect	WP refs	50	4.58	.642	3	5
	Lions refs	69	4.28	.856	2	5
	Bulls refs	32	4.09	.818	2	5
	Total	151	4.34	.799	2	5
Athleticism	WP refs	50	4.28	.640	3	5
	Lions refs	69	3.91	.800	2	5
	Bulls refs	32	3.53	.983	1	5
	Total	151	3.95	.835	1	5
Authority	WP refs	50	4.12	.824	2	5
	Lions refs	69	3.87	.765	3	5
	Bulls refs	32	3.91	.818	2	5
	Total	151	3.96	.799	2	5
Problem analysis	WP refs	50	4.36	.776	2	5
	Lions refs	69	4.26	.678	3	5
	Bulls refs	32	4.31	.644	3	5
	Total	151	4.30	.702	2	5
Technical skills - law application	WP refs	50	4.30	.707	3	5
	Lions refs	69	4.07	.734	3	5
	Bulls refs	32	4.34	.602	3	5
	Total	151	4.21	.705	3	5
Communication on field - oral	WP refs	50	4.46	.613	3	5
	Lions refs	69	4.13	.765	2	5
	Bulls refs	32	4.31	.780	2	5
	Total	151	4.28	.732	2	5
Ambition	WP refs	50	5.38	7.197	2	55
	Lions refs	69	3.90	.987	1	5
	Bulls refs	32	3.84	.954	2	5
	Total	151	4.38	4.249	1	55

		N	Mean	Std. Deviation	Minimum	Maximum
<b>Competency</b>						
Stress tolerance	WP refs	50	4.46	.706	2	5
	Lions refs	69	3.97	.822	2	5
	Bulls refs	32	3.72	.958	2	5
	Total	151	4.08	.860	2	5
Eyesight	WP refs	50	4.44	.733	2	5
	Lions refs	69	4.10	.731	3	5
	Bulls refs	32	4.25	.672	3	5
	Total	151	4.25	.730	2	5
Preparation	WP refs	50	4.44	.675	3	5
	Lions refs	69	4.03	.747	2	5
	Bulls refs	32	3.84	.884	2	5
	Total	151	4.13	.786	2	5
Technical skills - general	WP refs	50	4.38	.725	2	5
	Lions refs	69	4.09	.800	2	5
	Bulls refs	32	4.06	.716	3	5
	Total	151	4.18	.767	2	5
Leadership	WP refs	50	4.14	.670	3	5
	Lions refs	69	3.78	.855	2	5
	Bulls refs	32	4.09	.777	3	5
	Total	151	3.97	.795	2	5
Initiative	WP refs	50	4.14	.833	2	5
	Lions refs	69	3.91	.887	2	5
	Bulls refs	32	4.13	.707	3	5
	Total	151	4.03	.836	2	5
Persuasiveness	WP refs	50	3.80	1.010	1	5
	Lions refs	69	3.84	.868	2	5
	Bulls refs	32	3.63	1.157	1	5
	Total	151	3.78	.979	1	5
Frustration tolerance	WP refs	50	4.28	.784	2	5
	Lions refs	69	4.01	.831	2	5
	Bulls refs	32	3.88	.793	2	5
	Total	151	4.07	.817	2	5
Rapport with players	WP refs	50	3.46	1.216	1	5
	Lions refs	69	3.36	1.150	1	5
	Bulls refs	32	3.22	1.099	2	5
	Total	151	3.36	1.157	1	5
Dynamism	WP refs	50	3.32	1.236	1	5
	Lions refs	69	3.25	1.193	1	5
	Bulls refs	32	3.25	1.107	1	5
	Total	151	3.27	1.183	1	5
Competitiveness	WP refs	50	3.74	1.291	1	5
	Lions refs	69	3.64	.907	1	5
	Bulls refs	32	3.50	1.107	2	5
	Total	151	3.64	1.085	1	5
Creativity/Innovation	WP refs	50	3.74	.899	2	5
	Lions refs	69	3.64	.857	2	5
	Bulls refs	32	3.44	1.045	2	5
	Total	151	3.63	.914	2	5
Mental toughness	WP refs	50	4.26	.777	2	5
	Lions refs	69	4.10	.877	2	5
	Bulls refs	32	3.94	1.045	2	5

		<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Competency</b>						
	Total	151	4.12	.886	2	5
Influence on players	WP refs	50	4.28	.757	3	5
	Lions refs	69	3.91	.951	1	5
	Bulls refs	32	3.75	1.218	1	5
	Total	151	4.00	.973	1	5

# APPENDIX 10

## COMPARISON BETWEEN THE MEAN SCORES FOR THE TOTAL NUMBER OF REFEREES (N=181) AND THE TOTAL NUMBER OF PLAYERS (N=42)

	REFEREES		PLAYERS		TOTAL	
	Mean	N	Mean	N	Mean	N
Trustworthiness	4.51	181	4.21	42	4.45	223
Concentration / Focus	4.50	181	4.45	42	4.49	223
Objectivity / Impartiality	4.70	181	4.57	42	4.68	223
Honesty / Integrity	4.59	181	4.14	42	4.51	223
Self-confidence	4.36	181	4.05	42	4.30	223
Commitment	4.49	181	4.43	42	4.48	223
Composure	4.33	181	4.24	42	4.31	223
Consistency	4.57	181	4.60	42	4.58	223
Decisiveness	4.44	181	4.07	42	4.37	223
Fitness	4.48	181	4.14	42	4.42	223
Judgment	4.43	181	4.38	42	4.42	223
Resoluteness	4.36	181	3.86	42	4.26	223
Conflict handling	4.34	181	4.07	42	4.29	223
Flexibility	4.18	181	4.05	42	4.15	223
Player control	4.23	181	4.12	42	4.21	223
Respect	4.34	181	4.14	42	4.30	223
Athleticism	3.96	181	3.71	42	3.91	223
Authority	4.02	181	3.90	42	4.00	223
Problem analysis	4.30	181	4.19	42	4.28	223
Technical skills – law application	4.22	181	4.29	42	4.23	223

	<b>REFEREES</b>	<b>PLAYERS</b>	<b>TOTAL</b>	42	4.32	223
	<b>Mean</b>	<b>N</b>	<b>Mean</b>	<b>N</b>	<b>Mean</b>	<b>N</b>
Stress tolerance	4.09	181	4.05	42	4.09	223
Eyesight	4.25	181	4.12	42	4.23	223
Preparation	4.14	181	4.14	42	4.14	223
Technical skills – general	4.20	181	4.36	42	4.23	223
Leadership	3.96	181	3.81	42	3.93	223
Initiative	4.02	181	3.93	42	4.00	223
Persuasiveness	3.80	181	3.69	42	3.78	223
Frustration tolerance	4.12	181	4.10	42	4.11	223
Rapport with players	3.38	181	3.50	42	3.40	223
Dynamism	3.33	181	3.07	42	3.28	223
Competitiveness	3.67	181	4.00	42	3.73	223
Creativity / Innovation	3.63	181	3.71	42	3.65	223
Mental toughness	4.17	181	4.00	42	4.14	223
Influence on players	4.03	181	3.81	42	3.99	223

# APPENDIX 11

## INDIVIDUAL WEIGHTED COMPETENCY INDEXES FOR THE LARGE RESPONSE GROUPS

### Weighted Competency Index for the Blue Bull referees

NUMBER DESCENDING	COMPETENCY	WEIGHTED SCORES
1.	Technical skills - law application	1698.72
2.	Fitness	1695.84
3.	Resoluteness	1681.04
4.	Decisiveness	1665.84
5.	Problem analysis	1665.84
6.	Objectivity/Impartiality	1660.08
7.	Eyesight	1644.88
8.	Consistency	1633.31
9.	Self-confidence	1597.15
10.	Judgment	1591.39
11.	Communication on field - oral	1591.39
12.	Player control	1591.04
13.	Initiative	1591.04
14.	Technical skills - general	1582
15.	Composure	1541.77
16.	Respect	1540.43
17.	Conflict handling	1531.44
18.	Flexibility	1501.74
19.	Leadership	1492.4
20.	Frustration tolerance	1489.47
21.	Trustworthiness	1486.64
22.	Ambition	1445.32
23.	Authority	1444.67
24.	Mental toughness	1424.71
25.	Commitment	1403.15
26.	Concentration/focus	1391.53
27.	Honesty/integrity	1391.26
28.	Preparation	1366.99
29.	Persuasiveness	1313.64
30.	Stress tolerance	1298.65
31.	Influence on players	1294.53



<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORES</b>
32.	Athleticism	1287.72
33.	Competitiveness	1200.96
34.	Creativity/innovation	1131.97
35.	Dynamism	1008.94
36.	Rapport with players	1007.21

### Weighted Competency Index for the Blue Bulls players

<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORE</b>
1.	Consistency	743.69
2.	Communication on field - oral	733.57
3.	Objectivity/Impartiality	728.26
4.	Commitment	715.34
5.	Concentration/focus	705.22
6.	Judgment	705.22
7.	Technical skills - general	694.7
8.	Technical skills - law application	670.98
9.	Competitiveness	670.9
10.	Composure	663.37
11.	Trustworthiness	657.3
12.	Problem analysis	656.23
13.	Respect	655.02
14.	Eyesight	654.4
15.	Player control	652.57
16.	Ambition	651.62
17.	Fitness	651.6
18.	Preparation	650.06
19.	Frustration tolerance	643.6
20.	Conflict handling	640.43
21.	Stress tolerance	636.87
22.	Self-confidence	635.88
23.	Flexibility	633.19
24.	Mental toughness	631.54
25.	Honesty/integrity	630.49
26.	Decisiveness	630.1
27.	Authority	621.13
28.	Initiative	612.16
29.	Resoluteness	607.82
30.	Creativity/innovation	602.06
31.	Leadership	596.05

<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORE</b>
32.	Influence on players	583.05
33.	Persuasiveness	566.75
34.	Athleticism	564.53
35.	Rapport with players	525.79
36.	Dynamism	445.76

### Weighted Competency Index for the Gauteng Lions referees

<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORE</b>
1.	Objectivity/Impartiality	5453.33
2.	Commitment	5411.51
3.	Self-confidence	5356.27
4.	Judgment	5349.95
5.	Honesty/integrity	5324.8
6.	Consistency	5310.21
7.	Fitness	5302.72
8.	Concentration/focus	5295.88
9.	Composure	5265.36
10.	Problem analysis	5184.06
11.	Decisiveness	5170.64
12.	Resoluteness	5140.27
13.	Trustworthiness	5109.99
14.	Flexibility	5065.4
15.	Conflict handling	5021.61
16.	Player control	4987.54
17.	Communication on field - oral	4943.19
18.	Eyesight	4936.87
19.	Technical skills- law application	4896.22
20.	Respect	4875.96
21.	Preparation	4871.76
22.	Technical skills - general	4811.37
23.	Mental toughness	4739.42
24.	Frustration tolerance	4699.03
25.	Stress tolerance	4661.67
26.	Influence on players	4575.28
27.	Initiative	4571.84
28.	Athleticism	4567.47
29.	Authority	4517.21
30.	Ambition	4376.75
31.	Persuasiveness	4373.57
32.	Leadership	4292.27
33.	Competitiveness	4178.39

<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORE</b>
34.	Creativity/innovation	4127.72
35.	Rapport with players	3526.64
36.	Dynamism	3119.36

### Weighted Competency Index for the Western Province referees

<b>NUMBER DESCENDING</b>	<b>COMPETENCIES</b>	<b>WEIGHTED SCORE</b>
1.	Concentration/focus	2469.14
2.	Objectivity/Impartiality	2451.87
3.	Commitment	2434.6
4.	Consistency	2434.6
5.	Honesty/integrity	2409.98
6.	Fitness	2375.44
7.	Judgment	2358.17
8.	Trustworthiness	2358.02
9.	Decisiveness	2313.56
10.	Respect	2308.93
11.	Conflict handling	2291.66
12.	Communication on field - oral	2212.66
13.	Stress tolerance	2212.51
14.	Composure	2205.31
15.	Eyesight	2187.89
16.	Player control	2180.69
17.	Preparation	2180.69
18.	Self-confidence	2180.69
19.	Resoluteness	2146.15
20.	Technical skills - general	2136.08
21.	Problem analysis	2104.11
22.	Ambition	2083.06
23.	Technical skills - law application	2045.1
24.	Athleticism	2042.53
25.	Frustration tolerance	2027.68
26.	Influence on players	2013.13
27.	Mental toughness	2010.41
28.	Flexibility	1995.86
29.	Leadership	1899.59
30.	Authority	1882.02
31.	Initiative	1877.39
32.	Competitiveness	1624.88
33.	Persuasiveness	1601.07

<b>NUMBER DESCENDING</b>	<b>COMPETENCIES</b>	<b>WEIGHTED SCORE</b>
34.	Creativity/innovation	1488.61
35.	Rapport with players	1340.66
36.	Dynamism	1219.32

### Weighted Competency Index for the Free State referees

<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORE</b>
1.	Problem analysis	505.6
2.	Decisiveness	492.14
3.	Influence on players	478.68
4.	Judgment	471.54
5.	Technical skills - general	471.54
5.	Frustration tolerance	471.54
5.	Trustworthiness	464.4
6.	Concentration/focus	464.4
6.	Honesty/integrity	464.4
6.	Leadership	464.4
7.	Fitness	458.08
7.	Flexibility	458.08
7.	Eyesight	458.08
8.	Commitment	437.48
8.	Resoluteness	437.48
8.	Player control	437.48
8.	Respect	437.48
8.	Authority	437.48
8.	Communication on field - oral	437.48
9.	Composure	430.34
9.	Athleticism	430.34
9.	Ambition	430.34
10.	Conflict handling	424.02
10.	Initiative	424.02
11.	Objectivity/Impartiality	423.2
12.	Consistency	416.88
12.	Technical skills - law application	416.88
13.	Mental toughness	403.42
14.	Self-confidence	396.28
15.	Persuasiveness	357.49

<b>NUMBER DESCENDING</b>	<b>COMPETENCY</b>	<b>WEIGHTED SCORE</b>
16.	Competitiveness	337.4
17.	Stress tolerance	329.75
18.	Preparation	321.84
19.	Creativity/innovation	309.97
20.	Dynamism	263.73
21.	Rapport with players	250.27