

Whether you have a partner or not, remember that we are all brothers and sisters on the field. Always respect your fellow officials as you would like to be respected by them. Set your goals for the season, then not only work to achieve them, but involve your peers in helping you achieve them. Senior umpires need to be a resource for those moving up.

From time to time I get lazy and grab something good for our group that applies to all of us. If you feel threatened, mentally substitute Baseball for Softball, but really this applies to any sport. LOL

From the 2019 CCA Softball Manual:

Crewness is the essential and fundamental ability of the umpire team to communicate and work together unselfishly, seamlessly to serve the game of softball with one purpose and heartbeat to get the call right as WE serve the student athlete. Crewness requires planning, game management tools, ability to learn from others, leadership and hard work. The umpire team needs, like the coach and players, to plan for success, (a written "game plan") having specific written down, articulated and shared goals to drive and monitor the improvement process. The challenge is to improve with each opportunity, each game, each pitch and play. Game Time=Shine Time All umpires should have written and shared goals that they are working on this season, today's game and specific goals for plate and base assignments. We help others to move towards reaching their goals. This is how we help each other, build the crew/team and shine, removing selfish egos in the process. Pride is replaced with the strength of a humble attitude that promotes improvement.

Each umpire must put their personal agenda and opinions aside as the crew works together. All aspects of proper professionalism take precedent and are the basis for building respect, integrity and taking responsibility for shortcomings. Our weaknesses can become stepping stones rather than stumbling blocks. The reward is the fun satisfaction of shining as we serve the student athlete. This attitude increases our ability to get the call right. Communication is essential for building a high performing umpire crew Communication before, during and after the game is essential. Often our communication is the first impression that will be the basis on how our ability to perform our duties is perceived. It only takes a small stain, hiccup or moment of lost focus to ruin a well umpired game. The umpires that use signals and verbal communication build trust and credibility in the crew The crew understands and uses proper, proven and appropriate management tools in providing a climate of good game flow and An "ask for help" request may be an open door to get information that may allow the crew to get the call right, an opportunity that should not be missed. Many "ask for help" are simply another chance to get what is desired or an attempt to slow the game flow to stop an opponent's momentum. The wise, experienced crew is prepared to handle these

situations appropriately.

The game deserves a good reflective post game to monitor performance. Goals should be revisited and lapses of focus should be shared. An honest accounting of personal and crew performance should be noted. Questions and suggestions should be offered rather than accusing statements. Better positioning and communication often could result in a better outcome: getting the call right, building confidence, credibility and appearing polished. Together we can learn from each other, solve problems and be better tomorrow, a push and /or pull for crew improvement.

A crew is not about you or me, but WE, trying to achieve the big picture goal of getting the call right for the student athletes.