

THE PCT CODE

LEADERSHIP

Desirable Behavior	Unacceptable Behavior
√ Accountability – be on time for all events	x Being late
√ Pride - dress according to clothing standards	x Ignore group standards
√ Be able to support and justify decisions based on logic	x Force your opinion on others
√ Don't raise a problem without offering a solution	x Whine
√ Promote umpiring without being asked (conduct sessions with local boards)	x Not adding value to local boards on assignment
√ During weather or light delay, each umpire does calculations without waiting for someone to direct them to do so	x Letting others do all the work – waiting for someone else to take the lead
✓ Put team first	X Do your own thing-be selfish
✓ Offer motivation, vision and guidance appropriately	X Put self-interest ahead of the team

When the code is not being followed, address the issue openly, face to face with the colleague involved without anger or harsh judgment. Include another colleague if required-very helpful. Discuss the issue and not the character. Resolve it positively with an agreed course of action. Handle within the PCT if at all possible.

ACCOUNTABILITY

Desirable Behavior	Unacceptable Behavior
√ Own up for your mistakes	x Blame others for something going wrong that you are responsible for e.g. umpiring performance
√ Self assess	x Do not do self-assessment reports
√ Being at an agreed PCT meeting at the agreed time, and then participating fully	x Arriving late for meeting, not contributing to discussion
✓ Accept responsibility for one's actions	X Make excuses

ENJOYMENT

Desirable Behavior	Unacceptable Behavior
√ Being available to enjoy the company of the rest of the team	x Having fun at the expense of others (insensitive)
√ PCT meal at night	x Not spend time away from game with colleagues
√ Celebrate success of good performances <ul style="list-style-type: none"> - Dinners - Events - Day trips 	x Always stay in your room
√ Visit local places of interest and encourage others to go with you	x Always stay in your room or go out alone
√ Project a positive attitude and demeanor throughout the day	x Sulking, being moody, complaining etc.
✓ Encourage your colleagues by highlighting their positive contributions	X Highlight your colleagues failures

PRIDE

Desirable Behavior	Unacceptable Behavior
√ Positively promote the ICC and other umpires/referees in interviews	x Criticize publicly the ICC or group or sponsors
√ Wear clean, presentable ICC branded clothing	x Wear dirty or incomplete uniform (look scruffy or use old kit)
√ Wear the ICC uniform proudly – always look like a team	x Sloppy dressing, different clothing to rest of team, looking unprofessional
✓ Value team considerations	X Disregard the importance of team spirit

RESPECT

Desirable Behavior	Unacceptable Behavior
√ Accept invitations	x Decline invites/opportunities to represent or attend functions
√ Listening to another's point of view	x Not listening or considering the views of others
√ Learning some local language and customs	x Publicly criticizing decisions or performance of colleagues
√ Embrace other cultures	x Reject other points of view, beliefs and culture out of hand
√ Recognizing the various cultures of each team member and those around us	x Not respecting values of individual members of PCT, forcing our own ways on others
✓ Celebrate your colleagues success and positive performances	X Criticize decisions and performances of your colleagues publically
✓ Support individuals and the group positively	X Undermine team values-corridor talk

TRUST

Desirable Behavior	Unacceptable Behavior
√ Honor pre match agreements during match – colleague judgment from square leg	x Ignore colleagues call from square leg
√ Carry out case at C.O.C hearing to support colleagues	x Lie at C.O.C hearing <u>or</u> not support colleague
√ Do not take things from umpires' room that do not belong to you	x Stealing from umpires' room
√ Having faith in each member of PCT (e.g. DRS – accepting 3 rd umps advice as given)	x Not accepting at face value help or advice offered by colleagues
✓ Display faith in colleagues' judgment	X Willfully mislead your colleagues

INTEGRITY (HONESTY)

Desirable Behavior	Unacceptable Behavior
√ Do not accept bribes	x Accept gifts for favors
√ Admitting to an umpiring error/failure	x Making an excuse for an umpiring error
√ Referee/umpire being truthful in reports or self assessments	x Not being truthful in reports to managers at ICC
√ Keep calm under pressure	x Lose control/patience with colleagues
√ Say same things face-to-face with colleagues as you do when they are not there	x Denigrating colleague behind his back-also corridor talk
✓ Demonstrate principled behaviour	X Contravene team principles