**Appendix**

**Interview Guide**

1. How did you first get involved with officiating?
2. Why do you continue to officiate?
3. What are the positive aspects of officiating?
4. How important or meaningful is officiating to you?
5. Is a lot of your life organized around officiating?
6. Do you have a lot of friends who also officiate?
7. Tell me about your officials’ association and your involvement with its administration.
8. What are the biggest risks or challenges associated with officiating?
9. What are some of the constraints that impact your ability or desire to officiate?
   1. Intrapersonal
   2. Interpersonal
   3. Structural
10. What would you miss most if you stopped officiating?
11. What can be done to recruit new officials?
12. What factors are important in retaining current officials?