



greenhouse  
sports

STEP Curriculum Session Plan  
Template: Effort Over Outcome  
(Building Confidence)





- Who am I coaching
- What STEP skill are we working on
- What do I know about the STEP Skill
- How will I coach it in my session



- What technical or tactical skills are we working on
- What biological areas am I developing in my participants
- What competition phase are we in

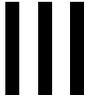
- Coach the curriculum built on PYD
- Create Developmental Relationships
- Learn about each young person as an individual
- Show genuine interest in their lives beyond sport
- Provide consistent support and encouragement
- Be a positive role model

- Coaching behaviours - GS principles
- Turn mistakes into learning opportunities
- Ask questions that promote reflection
- Connect activities to life skills
- Encourage peer teaching and mentoring
- Use of praise
- Player-led sessions
- Problem-solving through play

- Design Inclusive Environments
- Ensure all participants feel valued
- Adapt activities for different skill levels
- Rotate leadership opportunities
- Celebrate diverse contributions
- Facilities, equipment
- Time
- Crowd

- Review as part of the session/ in real time
- Participant review

- What went well
- Even better if



**PACER Mosel:** The PACER model... Plan, Approach, Coach, Environment, Review, is a simple but powerful framework that helps coaches design purposeful sessions, deliver them effectively, and reflect on their impact to support player development and consistency across our Charity.

## Plan

**Things to think about:** Who are you coaching? What does effort over outcome look like in your session? What behaviours do you want to notice and reinforce (i.e. persistence, trying new things, supporting others)? What do you know about the STEP Skill? How will you praise effort in your session?

## Approach

- Coach the curriculum through a Positive Youth Development (PYD) lens, placing value on persistence, engagement, and personal growth.
- Recognize and celebrate effort, regardless of the result, every attempt, contribution, and step forward matters.
- Rotate responsibilities and roles, giving all young people the chance to try, lead, and learn through doing.
- Support progress through scaffolding and encouragement, focusing on what players are trying rather than what they achieve.
- Foster peer-to-peer support and reflection, emphasizing the effort to connect, collaborate, and grow together.
- Get to know each young person as an individual, appreciating their unique journey and the effort they bring to the group.
- Show genuine interest in their lives beyond sport, reinforcing that who they are is more important than what they accomplish.
- Provide consistent encouragement, especially when young people take risks, struggle, or show resilience.
- Model effort-focused values, demonstrating that growth, character, and commitment are the true measures of success.



# Coach

## **Effort First: Building Resilience and Growth Through Sport** **Session Objectives**

Reinforce the value of effort over outcome.  
Develop resilience, teamwork, and self-awareness.  
Encourage reflection and process-based goal setting.

### **Warm-Up (10 mins) – “Effort Check-In”**

**Activity:** Light dynamic warm-up with a twist. After each movement (i.e., high knees, lunges), participants rate their effort from 1–5 and share one thing they want to work hard at today.

**PYD Focus:** Self-awareness, goal setting, emotional regulation.

### **Skill Zone (15 mins) – “Challenge & Choice”**

**Activity:** Set up 3 skill stations (i.e., dribbling, passing, shooting) with increasing difficulty. Participants choose their level and are encouraged to challenge themselves. Coaches praise effort, not success.

**Progression:** Encourage participants to move up a level if they feel ready, but only if they commit to giving full effort.

**PYD Focus:** Growth mindset, autonomy, confidence.

### **Team Challenge (20 mins) – “Effort Points Game”**

**Activity:** Small-sided games (i.e., 3v3 or 4v4). Instead of scoring goals/points, teams earn “effort points” for:

Supporting teammates

Staying focused

Trying again after mistakes

**Progression:** Introduce time pressure or tactical challenges to increase difficulty while maintaining effort-based scoring.

**PYD Focus:** Teamwork, empathy, resilience, intrinsic motivation.

### **Reflection Circle (10 mins) – “What Did You Give Today?”**

**Activity:** Sit in a circle. Each participant shares:

One moment they gave full effort

One challenge they pushed through

One teammate they saw showing great effort

#### **Coach Prompts:**

“What did you learn about yourself today?”

“How did it feel to be recognised for effort?”

“What will you carry into the next session?”

**PYD Focus:** Reflection, emotional literacy, social connection.

### **Coach Tips Throughout**

Use effort-focused praise: “I saw how hard you worked to stay in the game,” “You kept trying even when it was tough.”

Avoid outcome-based comparisons.

Reinforce that effort leads to growth, not just results.





## Environment

- Ensure players feel safe to try, fail, and learn without fear of judgment.
- Normalize mistakes as part of growth.
- Use language that encourages risk-taking and persistence.
- Avoid outcome-based praise (i.e. “Well done for winning” or “You’re the best”).
- Use feedback to reinforce learning and improvement, not just results.
- Include tasks that reward trying, experimenting, and learning, not just succeeding.
- Use challenges that have multiple solutions or ways to engage.
- Avoid over-emphasis on scoring, ranking, or comparison.
- Share personal stories of growth through effort, not just achievement.

## Review

- Did the session feel safe and supportive for players to try, fail, and learn?
- Were mistakes treated as learning opportunities?
- Was effort visibly valued more than performance?
- What will I carry forward into the next session?
- Did players take risks, try new things, or persist through challenges?
- Were quieter or less confident players encouraged and supported?
- Did players reflect on their effort and learning?
- What will I carry forward into the next session?
- Are there participants who need more support in embracing effort?



# Thank you

