



EDUCATE. EMPOWER. INSPIRE.

Lead the way with Coaching HER®. Empower coaches and educators to lead with awareness, intention, and inclusivity.



STUDY GUIDE

Caring Climate Module 3:

Effort and Improvement are Valued and Recognized

Learning Objectives:

- Explore reasons why effort and improvement should be the focus for coaches and educators
- Discover the negative impacts on athletes of placing too much focus on performance outcomes.
- Rephrase your coaching and instructional language to emphasize effort and improvement.
- Reflect on the ways you can model, teach and recognize valuing effort and improvement.

Reflect:

- When you think about your experiences in sport, what role did effort and improvement play?
- Describe the ways a coach you have been coached by or coached with recognized athletes' effort and growth?
- How might a winning focus deter growth of all athletes?
- What words or phrases do you hear teachers or coaches use the send a message that they value effort and improvement?
- Share a time when you were recognized for your effort or for your improvement. Share a time when you were recognized for a performance outcome. What made the two experiences feel different?

Review:

- How does valuing and recognizing an athlete's effort and improvement create a different athlete experience than solely focusing on performance outcomes? What are the long-term benefits of effort and improvement focused sport environments?
- What are some of the positive outcomes girls experience when they feel valued for effort and grow?
- What things can coaches do to model that they valued effort?
- How can coaches empower and mentor assistant coaches?

Discover:

- What strategies will you incorporate into your coaching or teaching practice to encourage athletes to recognize effort and growth in others?
- How can you ensure that injured athletes still find value in themselves and their role on the team as they recover?
- How will you encourage and mentor your assistant coaches?
- How will you balance recognizing performance outcomes with recognizing effort and/or growth?
- What team norms or expectations will reinforce effort?

Take Action:

- **Reflect on your own mindset.** Ask yourself: *Do I naturally notice outcomes first, or do I notice growth?*
- Observe a team or practice. How did the coach recognize or show value towards effort and improvement? Reflect on things you learned from the coach and things you might do differently or include in your practices.
- Create a list of effort based compliments.
- Brainstorm intentional opportunities you can create for athletes to recognize effort and growth in one another?
- Plan for things you could do with your team or class to recognize the effort of others in your school, community or with their families?
- Decide how you will meet with individual athletes to reflect and discuss improvement. How often? What will the check in look like? How will you provide feedback? How will the athletes reflect on their own improvement?