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Steppingstone #77

Your Personal Manifesto: Part A

Candidate Name:

Sophia

My DREAM Goal:

I want to be on a 2-year professional development contract at the academy and have a clear plan for how I will secure an under-21s or senior squad contract

Deadline: July/August 2025

My DREAM Goal is Realistic, Engaging and Meaningful because ...

This goal is the most interesting and emotional thing I will ever do because it challenges me constantly, to get the very best out of myself, and it requires me to pay attention to the '1%'ers – the little things that collectively make a BIG difference. I have examined every little aspect of my performance, in ways that I know other squad members haven't; this manual has really helped me do that. This makes my DREAM Goal a very realistic one. It is also the most engaging thing I will ever do – and millions of people clearly feel the same. And I feel there is no greater purpose than wanting to provide for my family in the future, and achieving this will keep me on track to do just that.

I want and need to achieve my DREAM Goal because ...

I want to be a Premier League footballer more than anything in the world. It is the most exciting job in the world. I need this because it will transform my life, and my family's life, like nothing else could.

I want to do something that I love – not just like, but love – and being a footballer is The Thing that I love right now, and I cannot see that changing. I manage my time well, I spend enough time with my family and my friends, and I am a straight-A student, so the contract is the only thing I need to fulfil my potential.



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Your Personal Manifesto: Part B

Candidate Name:

Sophia

My Intended Journey: Milestones

Milestone #1 | cover an average of 8 km in matches, 70% of my passes reach their target, and I have an average of one shot per match (incl training matches)

Date range:

: Jan-Feb 2024

Milestone #2 | cover an average of 8.5 km in matches, 75% of my passes reach their target, and I have an average of one shot per match

Date range:

Apr-May 2024

Milestone #3 | cover an average of 9 km in matches, 80% of my passes reach their target, and I have an average of two shots a match

Date range:

Dec 2024-Jan 2025

Milestone #4 | cover 9.5 km in matches, 85% of passes reach their target, and I have an average of 2 shots per match

Date range:

Mar-Apr 2025

Milestone #5 | I'm covering 10 km in matches, 90% of my passes hit their target, and I have an average of 3 shots each match

Date range:

May-Jun 2025

My DREAM Goal



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Your Personal Manifesto: Part C

Candidate Name:

Sophia

Claim

I have a Helpful Habit of arriving at the training ground early each morning. This is now in the Maintenance stage, and my motivational levers have shifted: I love waking up and arriving early!

I am getting more confident at running with the ball, to increase my 'carry distance' for the team

I am becoming more aerobically fit

I created a target to aim at in the garden - increasing distance away from me, using speed gun to record pass speed - so I', passing more accurately and rapidly.

I don't make so many rash decisions when in possession of the ball, I keep the ball a bit longer before passing

Evidence

(incl. Steppingstone numbers where relevant)

SS#45 and SS#47

I practice dribbling at speed around targets early in the morning (coaches can see; UPSkill on SS#38; improvement shown in SS#40)

I hit a record bleep test score of 15.10 the other day (coaches' records)

% pass success rate is nudging up. (SS#39 and SS#40).

Learned about my impulsivity (SS#34) and its effect on my tendency to make rash passes at times (SS#36). Coach has commented that he has seen improvements.



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Candidate Manifesto Assessment: Part A

Assessment Criteria		Score
#1	How well has the candidate explained why their DREAM Goal is Realistic, Engaging, Affective and Meaningful?	10 / 10
#2	How persuasive are the candidate's arguments for why they want to achieve, and why they need to achieve it?	16 / 20
#3	How achievable do the candidate's Milestones appear to be, including the dates identified for hitting them?	22 / 30
#4	How high is the quality of the evidence provided in PART B of the candidate's manifesto?	35 / 40
Assessor Signature: <i>S. J. Dugmore</i>		MARK
Date: <i>1st Dec '23</i>		83

Marking Scheme

The chances of the candidate achieving their DREAM Goal:

- 90-100: Outstanding
- 80-89: Excellent
- 70-79: Very good
- 60-69: Good
- 50-59: Reasonable
- 40-49: Slim
- ≤39: CANDIDATE SHOULD RECONSIDER THEIR AMBITIONS



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Candidate Manifesto Assessment: Part B

Assessor Feedback

Please explain the marks you awarded. Please provide as much detail and clarity for the candidate as possible. Thank you.

I can see this is realistic for you and I totally get how important it is to you. You've also persuaded me why you want and need to achieve this, although this would have been better if you'd said you want to be "the best of the best" – something we talk about a lot.

You've been meticulous in your training and planning, and you are on track to get a contract, but I awarded a score of 2.2 because (1) I think it's a bit ambitious to get to those levels in that time-frame, and (2) your goals depend a lot on the opposition you face and the types of matches you play.



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Candidate Manifesto Assessment: Part B

Assessor Feedback (continued)

The quality of evidence is high – I was impressed by the things you’ve been doing. I really enjoyed reading your steppingstones, to see what you’ve been doing ‘behind the scenes’. I’m also impressed that you and your dad made a passing target!! I scored 35 for this purely because I don’t think I’ve seen enough evidence that you’re much less impulsive.

Steve



Steppingstone #79 Candidate Reflection

I'm pleased with my score, although I had expected it to be higher. I was surprised that you hadn't noticed that I've been less hasty in my passing, so I might get some video footage during training matches, to see what I'm doing. Then, I might understand where you're coming from.

I'm looking forward to delivering on every one of the Milestones, just to prove you wrong! ;)