WHAT IS YOUTH LEADERSHIP DEVELOPMENT?

FOCUS ON KEY LEADERSHIP ATTITUDES & SKILLS

Inner Self Characteristics

Motivated: Goal-oriented and having high standards

Self-awareness: Describing how you are feeling; awareness of how moods affect how you treat other people; admitting mistakes; knowing what skills to improve on

Persistence: Following through on promises; focusing on goals despite difficulties; refusing to give up easily

Communication

Inspirational: Having a positive attitude; showing appreciation or giving praise; motivating others; helping others

Confidence: Believing in oneself; disagreeing openly and constructively; feeling comfortable talking in a group or to authority figures

Active listening: Ability to listen and ask questions to understand; listening carefully; paying attention when others are talking

Communicating effectively: Getting along with others who are different; disagreeing effectively without starting an argument

Ability to persuade: Changing the opinions of others by talking to them and persuading others to agree; gaining support from peers; actions that show others what you want from them

Supportive Environments Supportive Environments Evaluation and Feedback Evaluation and Instructional State Curiculum and Instructional State Youth LEADERSHIP DEVELOPMENT PEFLECTION

CREATE THE RIGHT ENVIRONMENTAL CONDITIONS FOR LEADERSHIP DEVELOPMENT

Authentic opportunity: Youth voice and choice, participation on all levels with varied and progressive leadership roles, having the opportunity to give beyond oneself

Safe environment: physically safe, emotionally and psychologically safe, welcoming atmosphere, inclusive and diverse, and appropriate program space

Community building: Create opportunity for youth to feel part of a group

Mentor Access: youth-adult partnerships and relationships

Ask-listen-encourage: Ability of staff to carry out positive, purposeful interactions with youth

Reframing conflict: Role of staff in a conflict situation and ability of staff to turn a conflict situation into an opportunity for growth

LEARN BY DOING LEADERSHIP

Motivate: Role modeling, motivating others and inspiring

Mastery: Skill mastery, persistence and ability to learn from mistakes and commitment

Engage school and/or community: Service learning, civic engagement, youth council, counselor or leader in training, etc.

Collaboration

Having a shared purpose: Including others who have been "left out;" creating collaborative relationships among others; working toward a common goal

Convener: Bringing people together; listening to others when making decisions; seen as a "role model" by others

Delegating and organizing people: Respecting the ways in which people are different; assigning the right person to the right job during group tasks; understanding the emotions of others

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REFLECT ON ACTION

Continuous: Ongoing component, happening before, during, and after an activity or action

Connection: Consider how feelings connect to action and connect action to ideas about how the world works

Challenge: Refine understanding, deepen learning, engage in critical thinking

Contextualize: Evaluate action, ensure action is appropriate and meaningful to the experiences of young people

Recognize accomplishments

Make new plans

Adapted by COMPASS Program Quality and Innovation unit, American Institutes for Research (AIR) and Developments Without Limits (DWL)