

Club Officer Assignment Styles

Application

Pros	Cons
<ul style="list-style-type: none"> • Youth wants to do it and there is more commitment • Dampens popularity contest • Works well with interview process • Learn how to apply for a job ie resume, cover letter, forms etc. • Unbiased selection • Individual initiative required • Adult advisor has some say • Beyond Ready leadership skills • Hold accountable 	<ul style="list-style-type: none"> • Intimidating • Adult advisor has some say (could have some bias) • Someone else could be doing the application for the youth • Missing kids • Lacks youth voice • Relying on parent communication • Less opportunity to learn other presidency roles compared to rotating • Youth doesn't learn election process • Less youth participating • A youth may look good on paper but not in person • Not as accessible

Elected Officers

Pros	Cons
<ul style="list-style-type: none"> • Confidence/empowerment • Accountable • Support by club members • Youth have a say • Learn communication skills • Peer to peer • Gives kids the opportunity to step up • Can't blame adults • Civic engagement learning • You know the youth really wants it • Beyond ready • Mentor other youth 	<ul style="list-style-type: none"> • If someone wasn't selected it can cause hurt feelings • Someone could be elected that didn't want it • Can turn into a popularity contest • Could turn kids away • Could create conflicts in the clubs • No/less adult input • Popularity vs Merit • May give less opportunity for non elected youth • Every youth should have leadership opportunities

Rotating

Pros	Cons
<ul style="list-style-type: none"> • Gives younger aged youth opportunity to lead • Makes youth get out their shells • Promotes fairness • Develop diverse skills • Increases engagement • Less stress • Empathy for peers • Youth get to experience each position • Get to see different leadership styles • Good for portfolios/record books 	<ul style="list-style-type: none"> • Not everyone is a forward facing leader • Inconsistent • Lacks long term development • Requires strong adult guidance Potential increase in error • Harder to plan • Lack of stability • A lot of teens “Dont want to” • More for the advisor to manage • Less ownership • Youth may not gain the skills

Advisor Appointed

Pros	Cons
<ul style="list-style-type: none"> • Advisor can appoint youth that they know will work get things done • Empowering for youth • Advisor can appoint youth they work well with • Advisor knows the kids needs • Shy kids can shine • More control for advisor to pick kids who haven't had a chance to lead • Advisor may know background information 	<ul style="list-style-type: none"> • Favoritism/ left out • Friends/ popularity • Youth may lack a passion for leadership • Parent disagreement • Common enemy • Youth may not be happy with the position they got

President Appointed

Pros	Cons
<ul style="list-style-type: none"> • Creates a strong leader • Gives a different point of view • More cohesive team • Learn by doing 	<ul style="list-style-type: none"> • Choose friends/popularity bias • Club members not appointed may have hard feelings toward the president • There might be someone more qualified that the president doesn't know.

Cards

Pros	Cons
<ul style="list-style-type: none"> • Clear expectation of responsibility • Flexibility to change as needed • Learn different skill sets • Everyone gets a responsibility • Great starting point to learn officer roles • Good for SPARK events • Good structure/guidance • Visual/hands on teaching method • Recognizable 	<ul style="list-style-type: none"> • Kids can stay in their comfort zone • Cards can be used as a crutch • Less creative with role • Youth must stay in their role "bubble" • Other club members may think since it's not on their card they don't have to do something • If someone is tardy or there aren't enough positions some kids may feel left out • Kids can end up being micromanaged • Lacks long term development • Basic/limited ownership • Stereotypes • Ego