

UTAH 4-H



Career Readiness Workshops



DEVELOPMENTAL RELATIONSHIPS

For 4-H Leaders



DEVELOPMENTAL RELATIONSHIPS FRAMEWORK

Introduction

Youth programs have a unique opportunity to build and deepen relationships with young people.

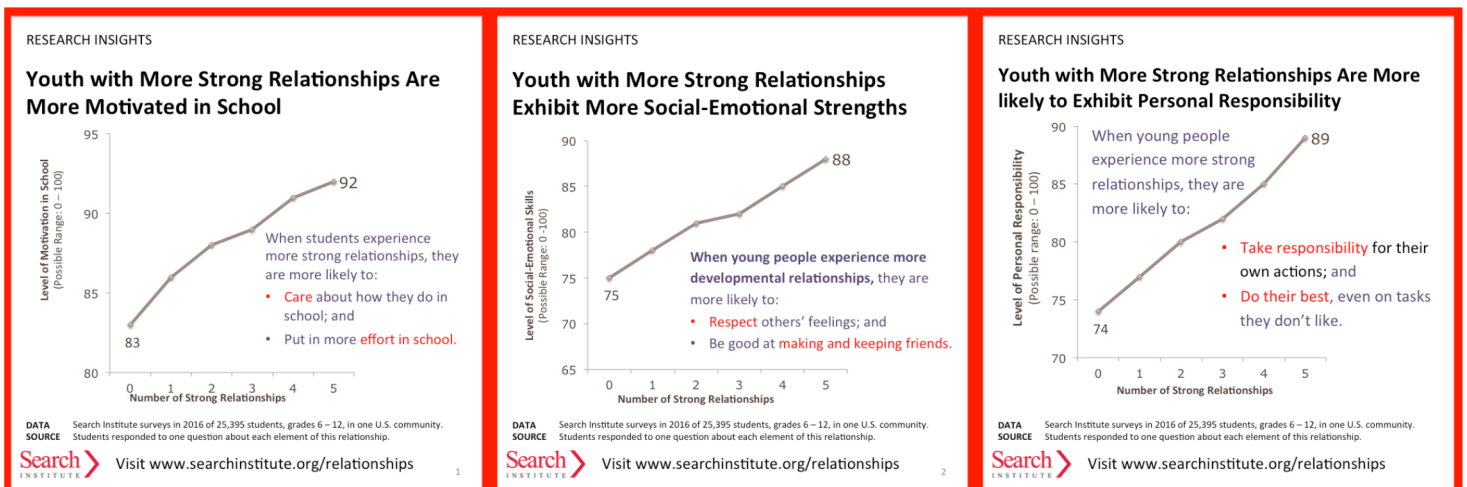
Relationships can be a powerful factor in achieving a youth program’s mission. For example, a Search Institute study for the Student Conservation Association found that when young people experienced strong developmental relationships with program leaders during a conservation service experience, they were more likely to:

- Exhibit conservation leadership and social responsibility;
- Develop a sense of community identity; and
- Set goals and stretch themselves to reach goals.

However, a survey of 25,395 students, grades 6 – 12, in one U.S. community, suggests that young people may not always have strong relationships with their program leaders. Although two-thirds of the youth who participate in youth programs said their leaders challenged them to grow, only about half reported that their youth program leaders expressed care, provided support, and shared power with them.

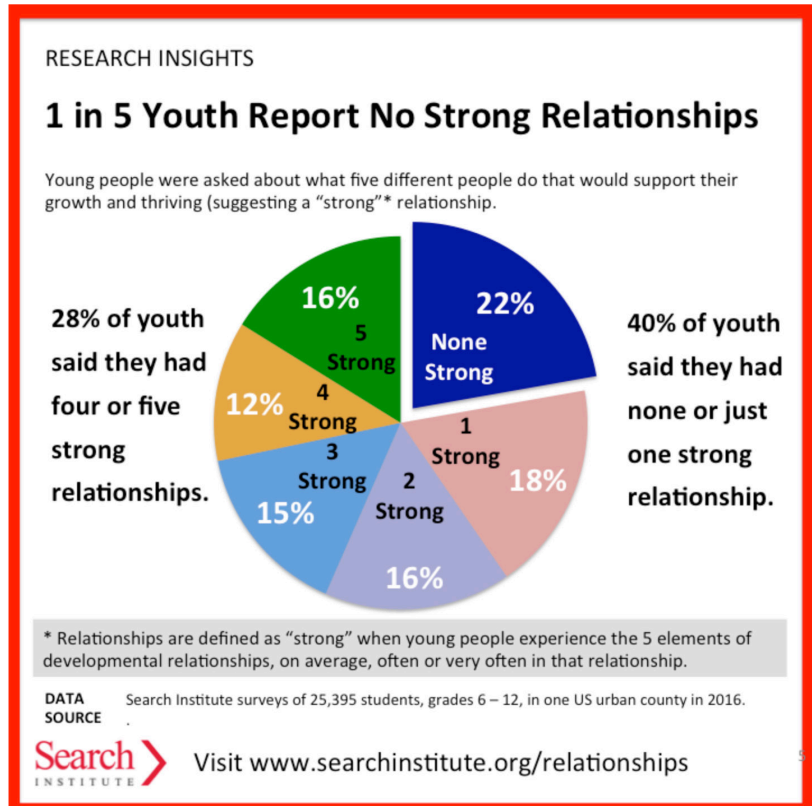
Supplies

- Worksheet
- Lottery Ticket Signs
- Pens/Pencils



Activity

Who Do You Turn To?: Hang the adult role sheets around the room (Teacher, Extended Family, Coach, 4-H Leader, Boss, Neighbor, Co-Worker, No Other Adult). Ask all the adults to think of people they know that fit each role around the room. Explain that you are going to name different situations, and adults will need to gather under the signs of the people they would go to for advice on that issue. "No Adult" means they wouldn't turn to anyone listed.



Name issues or situations such as:

- Just to talk
- To talk about relationships
- Questions about education
- Just to hang out
- Borrowing money
- Where you stand on a political issue
- When you are feeling lost

Allow time for the group to gather under each role for each situation, then ask a few questions about why they chose that person.

Debrief

The goal is to have them identify the 5 elements without you having to explain them. Ask questions such as:

Who do you turn to outside of family most when you need advice? Why? Least often? Why?

What keeps you from going to some people?

How do you feel about your support system outside of your family?

Who else can you think of that could provide support?

Activity



Step 2: Hand out the Developmental Relationships Framework worksheet to each leader, and explain how the most valuable relationships they explained above relate to each element. Take time to read through the sheet.

The Developmental Relationships Framework

Search Institute has identified five elements—expressed in 20 specific actions—that make relationships powerful in young people’s lives. We refer to this as the Developmental Relationships Framework.

Explain that this part of the workshop is about understanding and holding themselves accountable for an honest self-evaluation. As the facilitator reads each element aloud, leaders should hold up their fingers (1-5) to reflect how they feel they provide (or would be able to provide) the element to the youth they lead. One finger reflecting very poor, three fingers neutral, and five fingers excellent.

Debrief



Once you have read through all 5 elements, ask members of the group to share about the elements that they scored as 1. What makes those elements more difficult? How about the elements that were scored high? Did it make a difference for them to hold their hands up in front of a group? Why? Do they feel like the youth they serve notice which elements they are strong/weak in as leaders?

Activity



Ask the adults to make two lines facing each other. Ask the following questions, and have each person answer each question to the person across from them in 20 seconds or less. Rotate one side of the line each time you ask a question so they are talking to someone new each time.

1. How do you express care?
2. What do you do as a leader to challenge growth?
3. What is the best way you provide support as a leader?
4. How do you share power in your leadership role?
5. What can you do to expand possibilities to those you lead?






Debrief



Ask the group what they learned from each other that will help them strengthen their own elements.

The Developmental Relationships Framework

Young people are more likely to grow up successfully when they experience developmental relationships with important people in their lives. Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them. Search Institute has identified five elements—expressed in 20 specific actions—that make relationships powerful in young people's lives.

Elements	Actions	Definitions
 <p>Express Care Show me that I matter to you.</p>	<ul style="list-style-type: none"> • Be dependable.....Be someone I can trust. • Listen.....Really pay attention when we are together. • Believe in me.....Make me feel known and valued. • Be warm.....Show me you enjoy being with me. • Encourage.....Praise me for my efforts and achievements. 	
 <p>Challenge Growth Push me to keep getting better.</p>	<ul style="list-style-type: none"> • Expect my best.....Expect me to live up to my potential. • Stretch.....Push me to go further. • Hold me accountable.....Insist I take responsibility for my actions. • Reflect on failures.....Help me learn from mistakes and setbacks. 	
 <p>Provide Support Help me complete tasks and achieve goals.</p>	<ul style="list-style-type: none"> • Navigate.....Guide me through hard situations and systems. • Empower.....Build my confidence to take charge of my life. • Advocate.....Stand up for me when I need it. • Set boundaries.....Put limits in place that keep me on track. 	
 <p>Share Power Treat me with respect and give me a say.</p>	<ul style="list-style-type: none"> • Respect me.....Take me seriously and treat me fairly. • Include me.....Involve me in decisions that affect me. • Collaborate.....Work with me to solve problems and reach goals. • Let me lead.....Create opportunities for me to take action and lead. 	
 <p>Expand Possibilities Connect me with people and places that broaden my world.</p>	<ul style="list-style-type: none"> • Inspire.....Inspire me to see possibilities for my future. • Broaden horizons.....Expose me to new ideas, experiences, and places. • Connect.....Introduce me to people who can help me grow. 	

NOTE: Relationships are, by definition, bidirectional, with each person giving and receiving. So each person in a strong relationship both engages in and experiences each of these actions. However, for the purpose of clarity, this framework is expressed from the perspective of one young person.

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EXTENDED FAMILY

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COACH

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4-H LEADER

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BOSS

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NEIGHBOR

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CO-WORKER

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NO OTHER ADULT

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