



Exploring Leadership

INTERPERSONAL SKILLS: EMPOWERING OTHERS

Have you ever wondered what really drives people to do more than what is required of them? Strong leaders know how to inspire others. When people feel encouraged, valued, and supported, they are more likely to try harder and stay engaged. Learning how to empower others helps build stronger teams and better relationships.

CONVERSATION STARTER:

Think about a time someone helped you feel confident or supported. What did they do? How did it make you feel?

Empowering others means helping people feel confident, capable, and trusted. When people feel motivated from within, they are more willing to grow and take initiative. While rewards can help, the strongest motivation comes from feeling purpose and progress. The way you treat others, including your words, your attitude, and your actions, can shape how they think, feel, and perform.

KEY OBJECTIVES:

- Understand what motivates people
- Identify ways to encourage and empower others

WHAT YOU'LL NEED:

- Straws (or spaghetti sticks)
- Marshmallows (or tape)
- Timer (optional)
- Measuring tape or ruler (optional)

EXPLORATION ACTIVITY:

In this activity, participants will experience how leadership and encouragement affect a group.

- **Step 1: Form Teams**
 - Divide participants into small groups of 3–4.
 - Give each group materials and the challenge: Build the tallest tower you can.
- **Step 2: Round One (Silent Leader)**
 - Each group chooses one leader.
 - Rules:
 - The leader may not speak
 - The group must follow the leader's directions without adding their own ideas
 - Build for a few minutes.
- **Step 3: Debrief Round One**
 - Was it easy or frustrating?
 - Did you feel confident?
 - How did it feel to follow this leader?
- **Step 4: Round Two (Empowered Leadership)**
 - Groups repeat the challenge.
 - This time:
 - Everyone can talk
 - The leader must:
 - Ask for ideas
 - Encourage others
 - Include everyone

FACILITATION TIPS:

- Remind participants that the goal is not just to build the tallest tower, but to notice how leadership affects the group.
- Model encouragement by using positive, specific language during Round Two.



REFLECTION QUESTIONS:

- How did it feel during Round One with the silent leader?
- How did it feel during Round Two when everyone could contribute?
- Which round worked better? Why?
- When did you feel more confident or motivated? Why?
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- What actions or words made the biggest difference?

APPLICATION DISCUSSION:

- What are some ways you can encourage and support others in your daily life?
- How can you include others and help them feel heard?
- How can you give others more responsibility or trust?
- What is one way you will empower someone this week?



CONCLUSION:

When you help others feel valued and capable, you are not just helping them succeed—you are helping them grow. Empowering others is like giving a gift that keeps on giving. It builds confidence, strengthens teams, and creates future leaders. When you choose to support, trust, and encourage others, you are not losing anything—you are helping everyone, including yourself, become stronger.

Every time you give someone a chance, listen to their ideas, or encourage their effort, you are helping them believe in themselves. And when people believe in themselves, they can achieve more than they ever expected.

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REFERENCES

- AIESEC: Why is Empowering Others Important? <https://blog.aiesec.org/why-is-empowering-others-important/>