



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Building Leadership Skills in Teenagers

Leadership Development Series for Employers

Things you will need for this session:



Pen & Paper



Open Mind



Mentoring Lens

Who is Innovageous?

The mission of Innovageous is to provide continuity of learning and inclusive opportunities for all children by building the capacity of educators, schools, and families to develop **innovative** and **courageous** solutions in Education.



Meet Your Presenter



Tiffany Searles
Lead Partner of
Community Engagement



Session Norms



Stay engaged and
embody the purpose



Be future
focused



Limit
distractions



Value
practice



Embrace diversity
of thought

Plan for Our Time Together

Agenda

1. Welcome / Warm Up
2. What are Leadership Skills?
3. Empowering Youth Workers
4. Providing Feedback & Encouragement
5. Wrap Up & Reflection

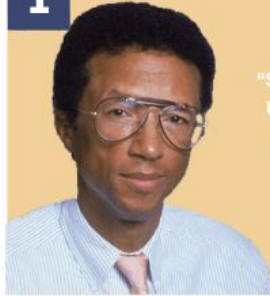
Outcomes

- Introduce the importance of leadership development in teenagers and the impact it has on their personal and professional growth.
- Understand the role of responsibility and autonomy in fostering leadership and how to effectively delegate tasks to youth workers.
- Learn how to give constructive feedback and encouragement that motivates youth workers to take on leadership roles and improve their skills.



Which leader's quote resonates with you the most? Why?

1



"Start where you are.
Use what you have.
Do what you can."

- Arthur Ashe

2



"All I want is an education,
and I'm afraid of no one."

- Malala Yousafzai

3



"We are here for a reason -
every one of us - to make a
contribution to bettering the
world. But you have to have
the heart to do it."

- Justice Sonia Sotomayor

4



"When educating the minds of
our youth, we must not forget
to educate their hearts."

- Dalai Lama

5



"Don't follow the path.
Go where there is no
path and begin the trail."

- Ruby Bridges

6



"People will forget what you said,
people will forget what you did,
but they will remember how you
made them feel."

- Maya Angelou



What are Leadership Skills?





Word Association

When you think of the word leadership, what other words come to mind?

Top 10 Youth Leadership Skills

Nurturing youth leadership involves focusing on specific skills that are essential for effective leadership. These skills not only help youth lead others, but also contribute to their personal development and success. Here are some critical youth leadership skills worth developing:

Communication

Decision-Making

Empathy

Problem-Solving

Teamwork

Resilience

Integrity

Vision

Confidence

Adaptability



Communication

Effective communication is a cornerstone of leadership. It involves expressing ideas clearly, listening actively, and engaging in meaningful dialogue. Strong communication skills help young leaders convey their vision, inspire others, and build strong relationships. Teaching youth to communicate effectively prepares them to articulate their thoughts and collaborate with others.



Decision-Making



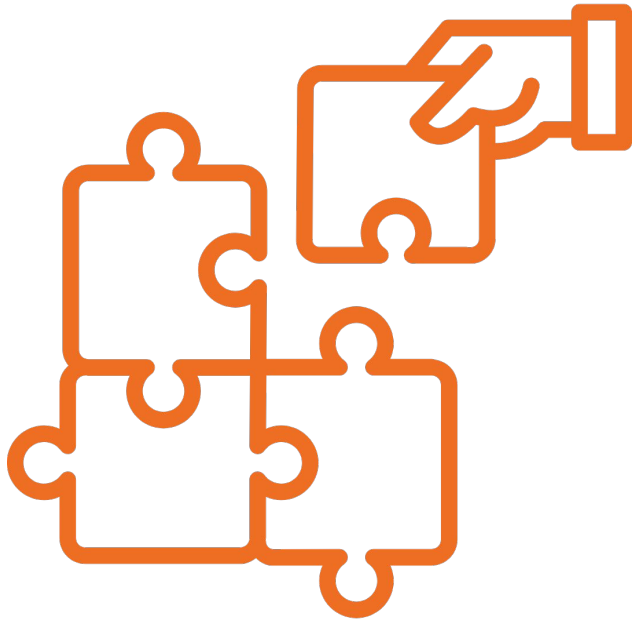
Good leaders are decisive and confident in their choices. Teaching young people to evaluate options, consider consequences, and make informed decisions is crucial for effective leadership. Decision-making skills enable youth to navigate complex situations, solve problems, and take responsibility for their actions.

Empathy

Empathy is the ability to understand and share the feelings of others. It fosters strong interpersonal relationships and creates a supportive and inclusive environment. Young leaders with empathy can connect with their peers, build trust, and foster a positive atmosphere. Empathy is essential for understanding different perspectives and addressing the needs of others.



Problem-Solving



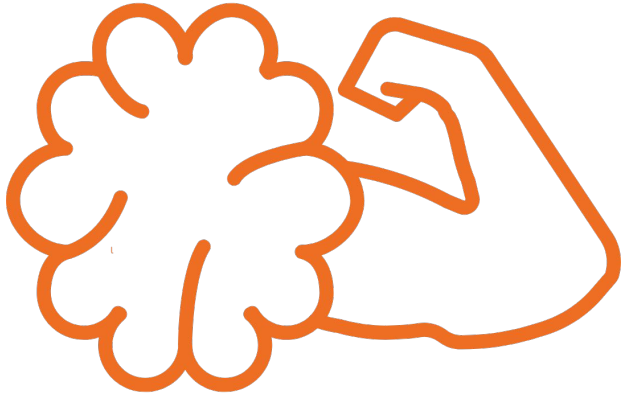
Leadership often involves navigating challenges and finding solutions. Developing problem-solving skills enables young leaders to address issues creatively and effectively, turning obstacles into opportunities. By teaching youth to approach problems with a solution-oriented mindset, they become more resilient and resourceful.

Teamwork

Leadership is not about working alone; it's about collaborating with others. Teamwork skills help young leaders work effectively in groups, leveraging the strengths of each team member to achieve common goals. Encouraging teamwork teaches youth the importance of cooperation, respect, and shared responsibility.



Resilience



Resilience is the ability to bounce back from setbacks. Teaching young leaders to stay positive and persevere through challenges is essential for long-term success. Resilient individuals can adapt to change, overcome difficulties, and maintain a proactive attitude. Building resilience helps youth navigate the ups and downs of leadership with confidence.

Integrity

Integrity involves being honest and upholding strong moral principles. Leaders with integrity earn the respect and trust of others, creating a positive and ethical environment. Teaching youth the importance of integrity ensures they make ethical decisions and act with honesty, both as leaders and as individuals.



Vision



Visionary leaders set clear goals and create a roadmap to achieve them. Encouraging young leaders to think about their future and set ambitious yet attainable goals is crucial for their development. Vision helps youths stay focused, motivated, and committed to their objectives.

Confidence

Confidence is believing in oneself and one's abilities. Confident leaders are more likely to take risks, inspire others, and lead effectively. Building confidence in young individuals helps them trust their instincts, speak up, and take initiative in various situations.



Adaptability



Adaptability is the ability to adjust to new situations and challenges. Teaching young leaders to be flexible and open to change prepares them for the dynamic nature of leadership. Adaptable individuals can navigate uncertainties, embrace new opportunities, and thrive in diverse environments.



Stop & Jot



Which leadership skill do you think the youth you work with need to develop most?

Communication

Resilience

Decision-Making

Integrity

Empathy

Vision

Problem-Solving

Confidence

Teamwork

Adaptability

Empowering Youth Workers



Empowering Youth Workers

Employer mentors play a key role in helping youth workers develop leadership skills by providing the right balance of responsibility and autonomy.

Your experience in your field, as well as the working world in general, put you in a great position to share your knowledge and experience with youth workers and help them gain hands on, real-time opportunities to lead and grow.

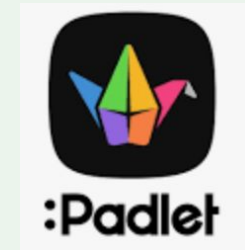




Stop & Jot



What are your current strategies for empowering youth workers?



Understanding Responsibility & Autonomy

Responsibility: Giving youth meaningful tasks that they own fosters accountability and a sense of purpose. This involves assigning tasks that have clear expectations, measurable outcomes, and are aligned with the youth worker's skill level and growth areas.

Autonomy: Allowing youth workers some freedom in how they approach their tasks builds confidence, problem-solving skills, and decision-making abilities. When given room to make choices, they learn to take initiative and become more self-directed.



Best Practices for Delegating Tasks to Youth Workers

Match Tasks with Skills & Interests: Assign tasks that align with each youth worker's strengths, interests, and goals. This ensures that they feel both competent and motivated to succeed.

Provide Clear Instructions & Expectations: Clearly outline what needs to be done, including timelines, deliverables, and quality standards. Ambiguity can undermine confidence and lead to mistakes.

Start Small & Build Trust: Begin by delegating smaller, low-risk tasks to build trust and confidence. As youth workers demonstrate reliability, gradually increase the complexity and autonomy of the tasks.



Best Practices for Delegating Tasks to Youth Workers

Check In Without Micromanaging: Regularly check in to provide feedback, answer questions, and offer support, but avoid micromanaging. Give youth room to learn and grow from their decisions and actions.

Empower Decision-Making: Let youth workers make decisions within the scope of their responsibilities. Even if they make mistakes, these are valuable learning opportunities for leadership development.

Recognize Effort & Success: Acknowledge and celebrate progress, not just outcomes. Positive reinforcement encourages continued effort and growth.





Stop & Jot



Which of these strategies do you already use or are you most excited to use when delegating tasks to youth workers?

- Match Task w/ Skills & Interests
- Provide Clear Instructions & Expectations
- Start Small & Build Trust
- Check in Without Micromanaging
- Empower Decision Making
- Recognize Effort & Successes

Balancing Guidance with Autonomy

Coaching Over Directing:

Shift from giving directives to coaching youth through challenges. Ask guiding questions like, “What do you think your next step should be?” or “How might you approach this differently next time?”



Balancing Guidance with Autonomy

Create a Safe Environment for Risk-Taking:

Encourage youth to take calculated risks and be okay with making mistakes. Provide constructive feedback that helps them learn without discouraging them.



Balancing Guidance with Autonomy


Involve Youth in Goal Setting:

Collaboratively set goals and define success criteria. This makes youth workers more invested in their responsibilities and encourages leadership.



Setting Goals with Youth Workers

Goal Setting Worksheet	
Identify Strengths & Areas for Growth	What are some of my strengths? What are some of my areas for growth?
Set SMART Goals Make sure your goals are SMART: <ul style="list-style-type: none">• Specific• Measurable• Achievable• Realistic• Timely	Thinking about one or more areas of growth, what goal(s) can I set for myself? Why are these goals important to me? How will achieving these goals benefit me in the long run?
Make an Action Plan	Can I break my goal(s) into smaller, more manageable tasks? What is the first action I can take right now to get started?

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Identify Strengths & Areas for Growth

Set SMART Goals

Make an Action Plan

Plan to Monitor & Provide Support

Reflect & Adjust

Celebrate Accomplishments



Providing Feedback & Encouragement



Strengths-Based Feedback & Growth Mindset

- Emphasizes the potential for development
- Focuses improvements on leveraging strengths
- Promotes learning from strengths
- Reduces the fear of failure
- Encourages problem solving
- Celebrates progress & process



Strengths-Based Feedback

How did you use your strengths to....?

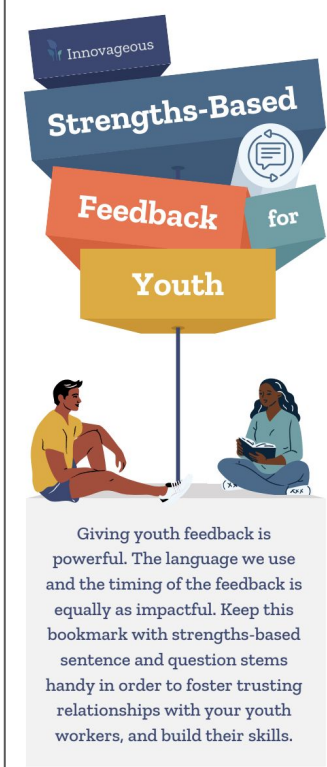
What is working well that you could lean on?

What skills do you have that could help with this scenario?

How can you overcome this challenge?

I see your efforts in ...

Something you can take into the future from this is...



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Strengths-Based Feedback for Youth

Giving youth feedback is powerful. The language we use and the timing of the feedback is equally as impactful. Keep this bookmark with strengths-based sentence and question stems handy in order to foster trusting relationships with your youth workers, and build their skills.

Sentence	Question
I'm proud of your effort in...	How did you use your strengths to...?
Let's work together on YYY.	What skills do you have that could help this scenario?
Tell me about what's going well.	What is working well?
Something you can take into the future from this is...	How did you overcome the challenge?
One thing you can change when doing XXX is how you do YYY.	What would you do differently?
I'm interested in hearing more about how you XXX.	What is your plan to XYZ?

Let's Practice Using Strengths-Based Feedback

Think about how you would approach this scenario.

Use the Padlet to share your approach and the specific language you would use from the provided Strengths Based Feedback tool.

Scenario 1:

A youth worker took the initiative to reorganize a storage area to make it more efficient, but they didn't consult with the team before making changes.



Let's Practice Using Strengths-Based Feedback

Think about how you would approach this scenario.

Use the Padlet to share your approach and the specific language you would use from the provided Strengths Based Feedback tool.

Scenario 2:

A youth worker has shown improvement in meeting deadlines but occasionally still submits work at the last minute.



Reflection & Wrap Up



WHAT IS AN OPPORTUNI-TEA FOR GROWTH?

Reflecting on what you've learned in this session, what is an opportunity for growth?



Feedback & Resources for Further Learning

Resources

- [Goal Setting Template](#)
- [Strengths-Based Feedback for Youth Bookmark](#)

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Or Use the Link

rb.gy/ybpggha

