

A Youth Leadership TOOLBOX

by Johanna Bergan, Executive Director, Youth Move National



INTRODUCTION

I believe you are a leader. Yes, you. The power and expertise that youth advocates with lived experience hold is immense. The underpinning of all of my leadership work is from the core belief that you are a leader and that you will be offered an opportunity to lead. Through my own leadership journey, I have had the amazing opportunity to share leadership growth opportunities with young adults across the country, building and expanding my own growth as they expand theirs. As you commit to being a catalyst for change in your local community I want to offer some leadership nuggets to add to your leadership toolbox. Check out the following short videos and resources.

[Video One](#)

PERSONAL REFLECTION AND SELF-ASSESSMENT

[Video Two](#)

I challenge you to develop a practice of self-reflection in your leadership journey. Through journaling, music, conversation and more we learn about who we are as a leader. Here's a [journaling worksheet](#) to get you started answering some key leadership reflection questions. Only by knowing where we are today can we measure where we find ourselves tomorrow.

The power of self-assessment is also key in growing as a youth leader. Self-assessments help us:

- Identify individual skills
- Assess individual strengths, leadership styles, and assets

- Allows our leadership plan to be tailored to personal strengths and characteristics
- Support the notion of leadership as journey
- Provide information that help increase self-awareness
- Use reports as a basis for coaching and mentoring

Check out assessment resources [here](#) and [here](#). Use your assessment responses in your self-reflection and bring them to your mentors to help challenge your growth.

THE LEADERSHIP ZONES

[Video Three](#)

The journey of leadership is a never-ending road! When you commit to serving as a leader you are committing to continue to grow and expand as an individual. Thinking about where you are in the leadership zones can help you stay centered in that place of expansion. Check out the [Leadership Zones](#) here and use this [worksheet](#) as a self-reflection tool. All too often we live our lives in our comfort zone – spending time and being with people where we feel confident and comfortable. The trouble is, there is no growth development in this zone. We like to be in our comfort zone in part because we are scared of our stress zone. We all want to avoid places of fear and worry. This is understandable, but as leaders, we need to find our way into our growth zone. It is here that we dare to try new things, we have just enough, but not too much support, to be brave. Living in our growth zone will allow us to continue to grow as leaders and make greater and greater change.

All too often we live our lives in our comfort zone – spending time and being with people where we feel confident and comfortable. The trouble is, there is no growth development in this zone.

Like frustration or resistance, identifying the missing element gives us a leadership roadmap. Addressing the missing element will be the first work to achieve change.

MANAGING COMPLEX CHANGE

[Video Four](#)

Many of us are using our voices of lived systems experience to create positive change in the world. Making change is complex. Let's dig into the Knoster Model for Managing Complex Change to help us in this work. This model provides us a framework for working through change as leaders. This model identifies five key components or elements that are necessary to create change. These are vision, skills, incentives, resources, and an action plan. If we are missing one or more of these elements we will experience something other than change. Like frustration or resistance, identifying the missing element gives us a leadership roadmap. Addressing the missing element will be the first work to achieve change.

CONCLUSION:

[Video Five](#)

Feel free to make use of these videos and resources in your own leadership journey and also in your youth-run programming.

Additional resources can be found:

- [Youth MOVE National](#)
- [Idea Partnership](#)
- [Community Tool Box's Building Leadership Toolkit: Section 1](#)
- [MindTools](#)
- [BRSS TACS Young Adult Leadership Webinars](#)

I am so grateful that we are in this leadership work together! Let's go change the world.