

# Volunteer Research, Knowledge, Competency (VRKC)

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Taxonomy for 4-H Youth Development

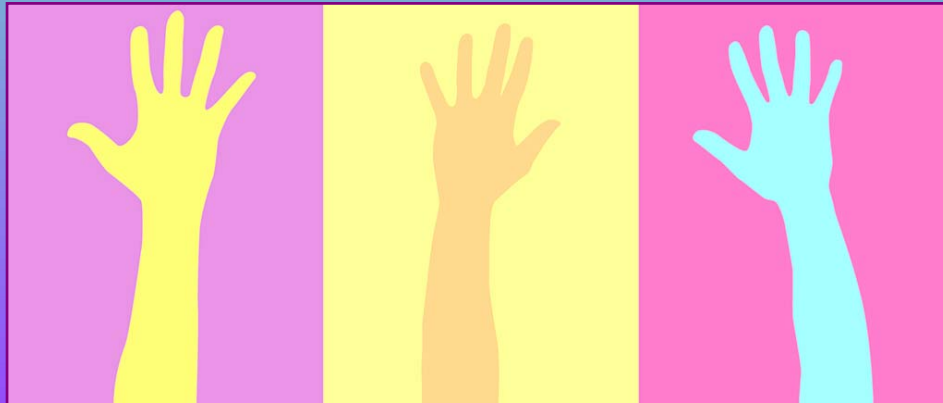
4-H National Headquarters  
Volunteers for the Next Generation



Positive Youth Development:  
Empowerment of Others

# Empowerment Is:

- Providing a sense of authority to another person so s/he can gain confidence in leadership and assertiveness.
- When others are empowered, they feel ownership, respect, and pride. They develop their strengths and experience growth. They discover they can make a difference in their organizations and in the world.



# Empower vs. Delegate

- Empower - to give authority to somebody, **make more confident or assertive**
- Delegate - to give a task or authority to somebody



# Training + Trust = Empowerment

## Training

Consciously and continually focus on your own performance and skills.

*What training have you participated in or heard about that would build leadership, mentoring, or coaching skills?*

## Trust

Build relationships that are shaped by an awareness of the uniqueness of each group member.

*How have you experienced or observed others building relationships in 4-H or other groups?*



# Essential Elements for Empowerment

1. Model a passion for the mission and goals
2. Demonstrate competency
3. Reflect a caring attitude toward the team
4. Be accessible and approachable
5. Aim for consistency
6. Provide role descriptions for everyone on the team
7. Provide quality training and education
8. Provide feedback
9. Share information
10. Express your appreciation



**“We empower others when we seek to understand them, and we empower ourselves when we see others without the blinders of our own motives and self interests.”**

Fritz, Brown, Lunde, Banset  
*Interpersonal Skills for Leadership*



*Volunteers for the Next Generation*



# Positive Youth Development: Empowerment of Others



## Thank You

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VRKC:

Volunteer Research Knowledge Competency Taxonomy

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*Volunteers for the Next Generation*

