

Volunteer Research, Knowledge, Competency (VRKC)

Taxonomy for 4-H Youth Development

4-H National Headquarters
Volunteers for the Next Generation



Positive Youth Development: Leadership Skills

Leadership Skills

- The ability to influence and support others in a positive manner for a common goal.
- A set of skills and attitudes that can be learned and developed to influence the actions of others.



Transactional Leadership

- Values problem and solution identification
- Makes decisions — even if everyone has not been heard — in order to move forward
- Uses standards and principles as guides in decision-making
- Develops the self to be a better decision maker for the group
- Gets things done
- Recognizes the importance of the product
- Takes charge (personal power)



Transformational Leadership

- Values the participation and contribution of others
- Takes all viewpoints and advice into account before making a decision
- Considers individuals within their contexts and situations
- Uses individuals to test decisions
- Develops the self first to be a better contributor to the group
- Learns from experience to generalize to “real life”
- Shares leadership (group power)



Youth Leadership Development Programs

- Youth are grounded in a social cause
- Youth are engaged in collaborative action with a set of outcomes
- Program incorporates not only instruction and action but membership and action



Positive Youth Development Leadership Program

- Collaborative experiences
- Personal character development
- Mentoring, role modeling, nurturing
- Cultural and citizenship experiences
- Communication experiences
- Management experiences
- Group leadership experiences
- Formal education
- Spiritual and other significant life experiences



Tips and Techniques

- Treat youth as individuals; recognize the gifts, talents, knowledge, and skills that each young person has.
- Don't expect more from a youth than you would from another adult.
- Be careful about interrupting.
- Your role is to value and respect youth – not to be a parent.
- Cultivate many opportunities for young people to lead and teach.
- Reward and celebrate every creative effort and contribution by a young person.
- Slow down! Working too fast in a youth-adult partnership may be viewed as trying to control a group's actions.



Positive Youth Development: Leadership Skills



Thank You

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VRKC:
Volunteer Research Knowledge Competency Taxonomy



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