

# YOUTH DEVELOPMENT STAFF CHALLENGES

Youth Development Staff Challenges help staff explore what it means to be a cause-driven leader at the Y, fostering achievement, relationships, and belonging in youth. Use the challenges to support staff development and to have a little fun!

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**PREP TIME:** Varies

**ACTIVITY TIME:** Varies

**SETTING:** Group

**GOAL:** Create a fun, competitive culture for ongoing staff development.

1. **Create a space.** Establish a special location, such as a staff bulletin board, for staff to share their accomplishments.
2. **Produce the challenges and rewards.** Print the challenge cards and distribute them to staff. Print the three badges: Trek, Rescue, and Hustle.
3. **Reward and celebrate.** As staff complete the challenges, celebrate their success by awarding them the appropriate badge. Ask staff to visually display their badges and challenge responses on the staff bulletin board.
4. **Reflect on the challenges.** Ask staff to reflect on what they gained from the challenges. What did they like? What would they add or take away from the process?



## TRANSFORMATIONAL TREK

Complete at least one of the following challenges today to earn your **TRANSFORMATIONAL TREK BADGE!**

### CHALLENGES

### CHALLENGE RESPONSES



#### CHALLENGE 1

Complete the following sentence with a one-word response and post it to your staff bulletin board.

**I support the development journey of youth by**

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#### CHALLENGE 2

Look up the definition of transformation and think about how you and your fellow staff members transform the lives of youth through your work at the Y. When you see fellow staff members doing something transformational, give them a high five and post their names on your staff bulletin board.

**was transformational today!**

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#### CHALLENGE 3

Review the **Youth Development Roadmap**. Find the age group you work with and review the developmental milestones associated with that age group. Identify one way you are helping youth achieve one of the milestones and share it on your staff bulletin board.

**I help youth achieve developmental milestones by**

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## RELATIONSHIP RESCUE

Complete at least one of the following challenges this week to earn your **RELATIONSHIP RESCUE BADGE!**

### CHALLENGES

#### CHALLENGE 1

Ask at least three youth in your program the questions that follow. Consider how you can support them in their hopes and dreams. Post one thing you learned about them to your staff bulletin board.

- What do you like about this Y program?
- What do you like to do for fun?
- What do you want to be when you grow up?

#### CHALLENGE 2

Look up the definition of partner and think of at least three ways you can become a better partner to the parents and caregivers of youth in your program. When you see other staff members deepening their relationships with parents or caregivers, give them a high five and post their name on your staff bulletin board.

### CHALLENGE RESPONSES



**This week, I learned that youth in my program like to**

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**became a stronger partner to parents and caregivers today!**

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## HERO HUSTLE

Complete all three of the following challenges this month to earn your **HERO HUSTLE BADGE!**

### CHALLENGES

### CHALLENGE RESPONSES



#### CHALLENGE 1

Look around your program space. Make at least one small, low- to no-cost change that will help youth feel more at home while they are there. Post your change to your staff bulletin board.

**I made our program space more welcoming or safe by**

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#### CHALLENGE 2

Affirming youth for specific, observable behavior (Mason, you kicked the ball straight and far!) rather than using empty praise (good job!) is an important part of youth development. Catch other staff members using specific affirmations and post their names to your staff bulletin board.

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**built a youth's confidence today by acknowledging the youth's specific efforts and accomplishments!**

#### CHALLENGE 3

Think about the work you do. We all have titles at the Y. Maybe yours is Camp Counselor, Group Leader, Site Coordinator, or something else entirely. What you really do, however, is transform lives. Think about the impact you have, complete the following statement, and share it on your staff bulletin board.

**At the Y, my job title is**

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**but what I really do is**

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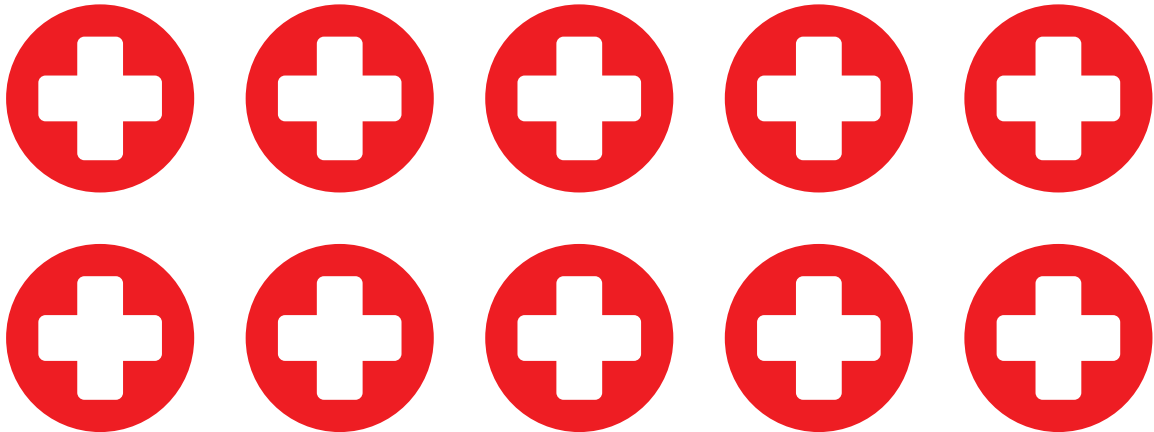
# BADGES

Print the following badges and use them to celebrate staff as they complete the challenges.

## TRANSFORMATIONAL TREK



## RELATIONSHIP RESCUE



## HERO HUSTLE

