

2018 NATIONAL ORDER OF THE ARROW CONFERENCE

# ANALYZING SITUATIONS AND YOUTH:

*COMMITMENT TO  
DEVELOPING YOUTH  
LEADERSHIP*

## PERSONAL INFORMATION

Name: \_\_\_\_\_ Lodge: \_\_\_\_\_ # \_\_\_\_\_

Position: \_\_\_\_\_

## YOUTH'S INFORMATION

Name: \_\_\_\_\_ Lodge: \_\_\_\_\_ # \_\_\_\_\_

Position: \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Email: \_\_\_\_\_

## ADVISING SITUATION ANALYSIS

Beginning Date: \_\_\_\_\_ Expected time Length: \_\_\_\_\_ Structure: \_\_\_\_\_

## YOUTH ANALYSIS

Consciousness: \_\_\_\_\_ Commitment: \_\_\_\_\_ Confidence: \_\_\_\_\_

## LEADERSHIP DEVELOPMENT COMMITMENT

Plan of Action: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Goal/Expected Outcome: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## MEASURING EFFECTIVENESS

Date to Assess Development: \_\_\_\_\_ What Actually Happened: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**FOUR STEPS OF MENTORING**

- 1. *Friendship*
  - Offer friendship and wise counsel
  - Listen to personal problems
  - Confront negative attitudes/behaviors
- 2. *Supporting*
  - Help build self-confidence
  - Provide growth experiences
  - Provide reminder of steps needed for success
  - Offer encouragement
  - Help and support youth in critical/tough situations
- 3. *Teaching*
  - Explain how organization works
  - Teach by example
  - Offer motivational guidance
  - Share critical knowledge
- 4. *Challenging*
  - Set high, but reachable, performance expectations
  - Offer challenging ideas
  - Inspire

**ADVISING SITUATION MATRIX**

<b>Time Length</b>	<i>Long</i>	<p><b>Long Term / Informal Structure</b> Example: Being a friend</p> <ul style="list-style-type: none"> <li>■ High level of mentoring</li> <li>■ Low to moderate level of coaching</li> </ul>	<p><b>Long Term / Formal Structure</b> Example: Ceremonies Team Adviser</p> <ul style="list-style-type: none"> <li>■ High level of mentoring</li> <li>■ High level of coaching</li> </ul>	
	<i>Short</i>	<p><b>Short Term / Informal Structure</b> Example: Serving as an Elangomat</p> <ul style="list-style-type: none"> <li>■ Low level of mentoring</li> <li>■ Low level of coaching</li> </ul>	<p><b>Short Term / Formal Structure</b> Example: Fellowship Adviser</p> <ul style="list-style-type: none"> <li>■ Low to moderate level of mentoring</li> <li>■ High level of coaching</li> </ul>	
		<i>Informal</i>	<b>Structure</b>	<i>Formal</i>

Remember: In the matrix, always start with the short term/informal structure situation. From there, the level of coaching required increases clockwise around the matrix, while the level of mentoring required increases counterclockwise around the matrix .

**ANALYZING YOUTH: THE THREE C'S**

**Consciousness:** An advisee’s knowledge of his position, job, or of a certain situation. Youth with low consciousness need a lot of teaching and coaching from their adviser. As their consciousness develops, it allows the adviser to switch from coaching them to mentoring them.

**Commitment:** An advisee’s reliability, dependability, responsibility, persistence and commitment towards his job. Youth with low commitment need an adviser to motivate and guide them through the task at hand. The adviser should remain in constant communication with them, reminding and motivating them to complete their duties.

**Confidence:** An advisee’s self-esteem and belief in his abilities as a leader. Youth with low confidence need affirmation, encouragement, support, and maybe some coaching. The adviser should encourage them to believe in themselves – this will have the greatest impact on their development as a leader.