

Oklahoma 4-H Youth Development

Teen Action and Growth

Developing 4-H Teen Leaders for our club, community, country and world

4-H Leadership Readiness Profile

To the right of the leadership elements is an experience scale ranging from 1 (no experience) to 10 (much experience). Considering elements individually, please select the number that you feel best represents the amount of experience you have had for that element. At the same time, would you also evaluate the success you have experienced with the leadership element by placing a 1, 2, or 3 in the appropriate box. A number 1 indicates little success, number 2 indicates average success, and a number 3 indicates much success.

The example shows a mark of 7-2 for the first element. This means that I have had above average experience (7) and would rate the success of that experience as average (2).

Your evaluation of experience and success should be based upon your personal involvement and amount of exposure to each of the elements, and not necessarily upon the number of years you have been a "Teen Leader".

EXAMPLE:

1. Do I give members an opportunity to express their ideas?

| No | experie | ence | • | | | Much exp. | | | | |
|----|---------|------|---|---|---|-----------|---|---|----|--|
| Ε | X | Р | Ε | R | I | Ε | N | С | Е | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| | | | | | | 2 | | | | |

| Leadership Elements | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---------------------|--|---|---|---|---|---|---|---|---|---|----|
| 1. | Do I give members an opportunity to express their | | | | | | | | | | |
| | ideas? | | | | | | | | | | |
| 2. | Do I give each member responsibilities according to | | | | | | | | | | |
| | his/her ability? | | | | | | | | | | |
| 3. | Do I attempt to be impartial with younger members? | | | | | | | | | | |
| 4. | Do I watch for potential leadership and find ways of | | | | | | | | | | |
| | developing this leadership? | | | | | | | | | | |
| 5. | Do I recognize effort and achievement in those with | | | | | | | | | | |
| | whom I work? | | | | | | | | | | |

- 6. Do I call upon qualified resource people in the community to help give leadership at times?
- 7. Do I get personal satisfaction out of leading members?
- 8. Do I give explanations correct, clear, and brief when teaching?
- 9. Do I use a variety of teaching techniques and methods when instructing members?
- 10. Do I exhibit some of the good qualities of leadership when working with members such as: tact, humor, patience, honesty, enthusiasm, understanding, and sincerity?
- 11. Have I had experience in serving as an officer, committee chairman, or in other individual leadership role in or out of 4-H?
- 12. Have I assisted in planning club programs?
- 13. Have I had experience in helping to organize, keep records, evaluate, and make reports in or out of 4-H?
- 14. Have I had experience in county leadership roles, such as camp counseling, helping at the fair, serving on committees, or helping with programs?

 Total Each Column

What Does My Profile Tell Me?

There may be danger, when evaluating yourself, of either over or under rating an element. It is recommended that you seek help and/or consult with leaders and/or Educators in arriving at your profile rating. This also allows this profile to be used as a counseling tool between the local leader and/or County Extension Educator.

A notation in columns one (1) through six (6) indicates you need additional experience for those leadership elements. Success ratings of one (1) or two (2) in any element noted in these first six columns indicate that you need to repeat the experience and seek help in terms of improving that skill. Success ratings of three (3) for any elements in the first six columns indicate favorable progress toward future goals.

Rating noted in columns seven (7) through ten (10) indicate you are ready to consider moving into a teen leadership situation. You must meet age and/or experience requirements.

Those of you having success ratings of one (1) in these columns should consult with your County Extension Educator or adult volunteer concerning the reinforcement of present leadership responsibilities or the selection of alternate leadership responsibilities that will help you improve in those elements where success ratings were low.