

impact

University of Idaho Extension programs that are making a difference in Idaho.

4-H's Leadership NOW! expands leadership development for Idaho teens

AT A GLANCE

The Leadership NOW! Advanced Leadership Development Program originated as a need to provide intentional leadership education opportunities for 4-H teens in Idaho.

The Situation

The Leadership NOW! Advanced Leadership Development Program originated as a need to provide intentional leadership education opportunities for 4-H teens in Idaho. Currently Idaho, offers leadership positions for teens through steering committees. While these are great opportunities to learn how to conduct an event for teens, they lack intentional leadership education. For many teens leadership is their spark and providing them time to learn and develop these skills further is how we keep them engaged in 4-H and working toward long term goals. Leadership development is a lifelong process and Leadership NOW! can help begin that process of leadership development for 4-Her's.

Our Response

Focus groups were conducted in 2020 to determine the needs of leadership education for 4-H teens. Some of the questions asked during the focus groups: what the key elements of a leadership program are, what skills do they want to work on and if they felt that teens in Idaho would like an advanced leadership program. What we found was that the teens wanted time devoted to learning how to become a better leader.



Leadership NOW! participants during the in person gathering.

They also stated that they wanted a hands-on approach to apply what they are learning.

A team of UI Extension educators, a 4-H volunteer and two past 4-H state teen officers worked together to take the information gained from the focus group conversations and develop an intentional leadership education program for teens in Idaho. Due to geographical issues, it was determined that the program would have to be mostly conducted virtually. The program has been designed to be a two-year program in which the second-year teens assist with mentoring the first-year teens in the program. All participants receive eight hours of education virtually and then attend six hours of in person education. The two largest components of

the program are the leadership book club and the service learning projects/sales talk projects.

Program Outcomes

A survey was developed using the Intrinsic Motivation Inventory (IMI) to assess participant interest/enjoyment, perceived competence, effort/importance and value/usefulness. The surveys were administered by a 4-H professional. We collected the responses from six youths about Event Planning, Civic Discourse and from 11 youth about Service Projects.

The survey asked questions about intrinsic motivation which looks at predictors of behaviors, interactions, friendship formation and others. The survey was used to show the effectiveness of Leadership NOW! in developing youth who are motivated and confident in themselves.

It was found for the Service Project:

- 80% had interest and enjoyment in this activity.
- 77% perceived that they gained competence in this activity.
- 79% put effort and importance into this activity.

For the Civic Discourse:

- 70% found interest and enjoyment in the activity.
- 70% found perceived competence.
- 70% put effort and importance into this activity.
- 82% found value and usefulness in this activity.

For Event Planning:

- 72% had interest and enjoyment in this activity.
- 70% found perceived competence.
- 72% put effort and importance on this activity.

FOR MORE INFORMATION

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