

TEST YOUR SKILL AT BUILDING SELF-ESTEEM

When leaders build self-esteem, youth members benefit from an increased sense of personal worth and competence. This sense of usefulness, of purpose, of doing something worthwhile fosters personal growth. Honestly rate the following statements. Circle the number on the scale you feel best describes your response to the following topics.



Adapted from **Secrets of Leadership** by Vineyard and Lynch, 1991

SUGGESTIONS

0	1	2	3	4
“You sure do have a problem”			“I can help you resolve the situation”	

PRAISE

0	1	2	3	4
I take the credit			I give credit regularly to others for their accomplishments	

RECOGNITION

0	1	2	3	4
I am lucky to notice if someone is new			I make a point of praising kids	

DISCIPLINE

0	1	2	3	4
I make a point of telling kids if they have an attitude problem			I make a point of praising kids when they have done something good	

LISTENING

0	1	2	3	4
If I have something to say, I will interrupt the conversation			I paraphrase the main points and confirm my understanding	

RISKS

0	1	2	3	4
I hold youth responsible for their performance			I hold youth responsible for learning from their efforts	

CRITICISM

0	1	2	3	4
“You’re wrong. That’s not how to do it”			“I do it differently. Let’s look at this together”	

INFORMATION

0	1	2	3	4
I believe youth do not understand the goals and objectives of the Division			I invite youth to participate in shaping proposed changes and initiatives	

Exercise 3

PERFORMANCE STANDARDS

0	1	2	3	4
I give easy-to-do tasks so nobody fails			I set appropriate performance standards and praise youth for meeting them	

TRAINING

0	1	2	3	4
I feel this group of kids doesn't have the ability to learn what we are teaching			I encourage constant improvement in the abilities of each youth	

SETTING GOALS

0	1	2	3	4
I plan as I go			I define tasks in terms of results	

FEEDBACK

0	1	2	3	4
I think kids are inconsistent and fickle and don't know what they want			I let youth know what the outcome of their effort is	

ORGANIZATION

0	1	2	3	4
I believe youth are unable to see the big picture			I reinforce a sense of "who we are" and "how we do things"	

Review your answers. Statements with a score of 3 or 4 indicate that you have the knowledge to promote self-esteem and have no major adjustments to make; if you scored many 2's, you have some minor adjustments to make; if you rated some statements 1 or 0, make these areas personal goals for improvement.