Agenda

• Introductions and PYD Network
• Relationships are important
• Developmental needs and relationships
• Models of developmental relationships
• Resources
• Questions
PYD Network: History & Background

AYD

NYS AYD Partnership 1998 - 2012

PYD 101 Curriculum 2015

PYD Online Courses 2016-17

New: Building Organizational Capacity for PYD 2018-21

Website: http://www.actforyouth.net/youth_development/professionals
Relationships are key

Resiliency research has shown that the single most important factor to overcome adversity and do well is to have at least one stable and committed relationship with a supportive parent, caregiver, or other adult.

Werner & Smith. 1992
Relationships are key

Research on quality youth development programs tells us that the relationships between adult program leaders and youth are very important, maybe more critical than other program components.

But focus has been on…

- Effective interventions (evidence-based programs or practices)
- Incentives
- Mentoring (prescriptive relationships)
- Environmental factors
How do you describe your relationship with young people you are working with?

Think about qualities…?

Purpose…?
What does an effective youth adult relationship look like?

PYD approach stresses
- Young people’s agency
- Sharing decision making
- Learning from each other
- Promoting positive outcomes/growth

We define youth workers as “individuals who work with or on behalf of youth to facilitate their personal, social and education development and enable them to gain a voice, influence and place in society as they make the transition from dependence to independence” (Stone, Garza & Borden, 2004)
What are key features of relationships that promote healthy development?
Meeting developmental needs

Three Basic Needs

Acceptance

Predictability

Competence

Carol S. Dweck. 2017
Motivation is commonly defined as the forces that drive and direct behavior.

Motivation derives from human needs.

These needs will lead to goals to meet these needs.

Mental representations (beliefs, experiences) shape personality.

Four Compound Needs:

- Trust
- Control
- Self-esteem
- Self-coherence
Developmental relationships are the active ingredients of effective interventions. They are characterized by:

- attachment/connection
- reciprocity
- progressive complexity
- balance of power

Simple interactions are the building blocks; relationships emerge from accumulated interactions.
Developmental relationships

• Promote positive development for children and youth across diverse developmental settings

• Effectiveness of programs, practices and policies is determined by whether they strengthen or weaken developmental relationships.

• Strength based approach

• Collective impact: when all members of an organization are using this approach, it amplifies the impact on the child/youth
Simple Interactions Tool

https://www.simpleinteractions.org/
SIMPLE INTERACTIONS TOOL
Noticing and Appreciating Human Interactions Across Developmental Settings

CONNECTION: Interacting with mutually positive or appropriate emotions

RECIPROCITY: Balancing roles of engagement during joint activity

www.simpleinteractions.org
SIMPLE INTERACTIONS TOOL
Noticing and Appreciating Human Interactions Across Developmental Settings

INCLUSION: Inviting and involving the least likely or least able to engage

OPPORTUNITY TO GROW: Presenting incremental challenge and matching with appropriate support

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A promising approach to professional development


Fig. 1
Approaches to OST professional development
Any thoughts or comments?
Search Institute's Developmental Relationship Framework

https://www.search-institute.org/developmental-relationships/developmental-relationships-framework/

Express Care
Challenge Growth
Share Power
Provide Support
Expand Possibilities
<table>
<thead>
<tr>
<th>Elements</th>
<th>Actions</th>
<th>Definitions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Express Care</td>
<td>Show me that I matter to you.</td>
<td>- Be dependable&lt;br&gt;- Listen&lt;br&gt;- Believe in me&lt;br&gt;- Be warm&lt;br&gt;- Encourage</td>
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<tr>
<td></td>
<td>Push me to keep getting better.</td>
<td>- Be someone I can trust.&lt;br&gt;- Really pay attention when we are together.&lt;br&gt;- Make me feel known and valued.&lt;br&gt;- Show me you enjoy being with me.&lt;br&gt;- Praise me for my efforts and achievements.</td>
</tr>
<tr>
<td>Challenge Growth</td>
<td>Expect my best</td>
<td>- Expect me to live up to my potential.&lt;br&gt;- Stretch&lt;br&gt;- Hold me accountable&lt;br&gt;- Reflect on failures</td>
</tr>
<tr>
<td></td>
<td>Help me complete tasks and achieve goals.</td>
<td>- Push me to go further.&lt;br&gt;- Insist I take responsibility for my actions.&lt;br&gt;- Help me learn from mistakes and setbacks.</td>
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<tr>
<td>Provide Support</td>
<td>Navigate</td>
<td>- Guide me through hard situations and systems.</td>
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<tr>
<td></td>
<td>Empower</td>
<td>- Build my confidence to take charge of my life.</td>
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<td></td>
<td>Advocate</td>
<td>- Defend me when I need it.</td>
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<td></td>
<td>Set boundaries</td>
<td>- Put in place limits to keep me on track.</td>
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<tr>
<td>Share Power</td>
<td>Respect me</td>
<td>- Take me seriously and treat me fairly.</td>
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<tr>
<td></td>
<td>Include me</td>
<td>- Involve me in decisions that affect me.</td>
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<tr>
<td></td>
<td>Collaborate</td>
<td>- Work with me to solve problems and reach goals.</td>
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<tr>
<td></td>
<td>Let me lead</td>
<td>- Create opportunities for me to take action and lead.</td>
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<tr>
<td>Expand Possibilities</td>
<td>Inspire Broden Horizons Connect</td>
<td>- Inspire me to see possibilities for my future.</td>
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<tr>
<td></td>
<td></td>
<td>- Expose me to new ideas, experiences, and places</td>
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<td></td>
<td></td>
<td>- Introduce me to more people who can help me grow.</td>
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**STRENGTHS IN RELATIONSHIPS WITH PARENTING ADULTS**

Looking across all five elements of a developmental relationship, young people reported the most strength in their relationships with parenting adults, followed by friends. Relationships with siblings, teachers, and program leaders (such as coaches, mentors, and club leaders) were roughly similar (3 = “sometimes,” 4 = “often”).

**MANY YOUTH LACK STRONG WEBS OF RELATIONSHIPS**

Relationships are considered “strong” when young people experience the 5 elements of developmental relationships, on average, often or very often. In this study, only 28% of young people experience strength in 4 or 5 types of relationships. On the other hand, 40% identify just one or no types of relationships that are, on average, strong.
DIFFERENT RELATIONSHIPS CONTRIBUTE DIFFERENT STRENGTHS

Young people differ in the elements of developmental relationships they report experiencing most in different kinds of relationships. Across all relationships, middle and high school students are least likely to experience “expand possibilities.” Here are the percentages of young people in this one community who said they experienced each of the five elements of developmental relationships “often” or “very often” within each type of relationship.
Impact of strong developmental relationships

- Young people are more likely to report a wide range of social-emotional strengths and competencies
- Demonstrate academic strengths and civic commitment
- Are more resilient in the face of stress and adversity
- Impact amplifies when young people have a web of strong relationships
### How to get started?

<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
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<tbody>
<tr>
<td>1. Get to know each other</td>
<td>Explore first impressions and shared interests.</td>
</tr>
<tr>
<td>2. Build mutual trust</td>
<td>Explore mutual interests and bond through appropriate self-disclosure.</td>
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<tr>
<td>3. Confirm shared commitments</td>
<td>Test the depth and boundaries of the relationship.</td>
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<tr>
<td>4. Invest in each other’s growth</td>
<td>Put energy into reaching goals and adapt the relationship to match growth.</td>
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#### Express Care
- **Listen**
- **Be dependable**
- **Believe in me**
- **Encourage**

#### Challenge Growth
- **Expect my best**
- **Stretch**
- **Hold me accountable**
- **Reflect on failures**

#### Provide Support
- **Navigate**
- **Empower**
- **Advocate**
- **Set boundaries**

#### Respect me
- **Include me**
- **Collaborate**
- **Let me lead**

#### Share Power
- **Inspire**
- **Broaden Horizons**
- **Connect**
Questions & Takeaways?
Resources

ACT for Youth: Youth Work Professionals
http://www.actforyouth.net/youth_development/professionals/

Simple Interactions
https://www.simpleinteractions.org/

Search Institute: Developmental Relationship Framework
https://www.search-institute.org/developmental-relationships/developmental-relationships-framework/

Search Institute: Relationships First. Creating Connections that Help Young People Thrive
References


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ACT for Youth
www.actforyouth.net
Youth Work Professionals
http://www.actforyouth.net/youth_development/professionals/