

# Workbook 2018

## *Creating Connection: Empowering Youth Adult Relationships*







## European Mentoring Summit

### Creating Connection: Empowering Youth Adult Relationships Building Knowledge, Skills and Attitudes

March 2018

## About Mass Mentoring

### *Vision*

MMP's vision is for young people to engage in the empowering youth-adult relationships that create more vibrant and resilient communities.

### *Relationships in Action: The Mass Mentoring Partnership Approach*

#### **Assess**

We study and document the many ways in which mentors and adult role models can improve the lives of young people and we partner with organizations and communities at large to assess the needs of young people and our states' ability to meet those needs, when, and where, it matters the most.

#### **Build**

We offer training and technical assistance and knowledge sharing to develop and build the capacity of the youth serving organizations that foster positive relationships with adults. We also direct state and private resources toward individuals and organizations that are helping to meet unmet needs in the community.

#### **Connect**

We help organizations, schools, state agencies and business collaborate to foster adult role models and mentoring relationships throughout the State. Together, we are creating a powerful network that will bring more engaged adults into the lives of young people and create a prosperous future for everyone.

#### **Advocate**

Through our ever-growing network, we are making the case for the importance of positive relationships with adults in the lives of young people in Massachusetts, as well as the future of our community as a whole.



## Program Services Team



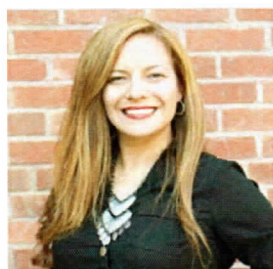
*Beth Fraster*

VP & Chief Program Officer  
[bfraster@massmentors.org](mailto:bfraster@massmentors.org)  
Twitter: @FrasterMMP



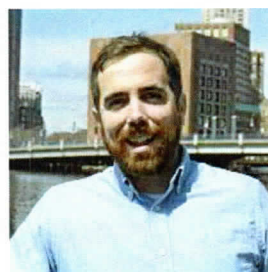
*Janeen Smith*

Senior Manager of  
Program Services  
[jsmith@massmentors.org](mailto:jsmith@massmentors.org)  
Twitter: Njsmithie



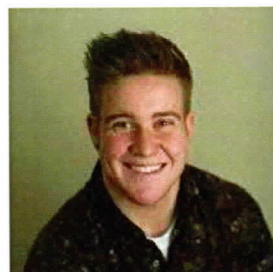
*Melany Mendoza*

Manager of Targeted  
Communities  
Western MA  
[mmendoza@massmentors.org](mailto:mmendoza@massmentors.org)



*Tom McGee*

Manager, Highland Street  
AmeriCorps Ambassadors of  
Mentoring,  
[tmcgee@massmentors.org](mailto:tmcgee@massmentors.org)



*Cameron Fear*

Manager of Training and  
Technical Assistance  
[cfear@massmentors.org](mailto:cfear@massmentors.org)



*Danielle Drummond*

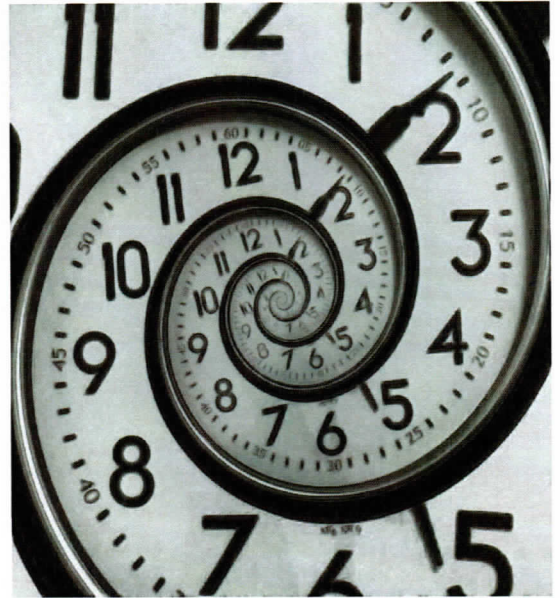
Manager of Community  
Engagement  
[ddrummond@massmentors.org](mailto:ddrummond@massmentors.org)

## THINKING BACK

Take a moment and think back to your childhood/

Adolescence . . . . .

1. Who was there for – was there a specific adult you can think of who “had your back”, served as a supportive adult, was a mentor or guide?
2. How did you meet this person – how did this person come into your life?
3. What did you do you do with this person – how did they support you -?
4. What qualities or characteristics did this person have?

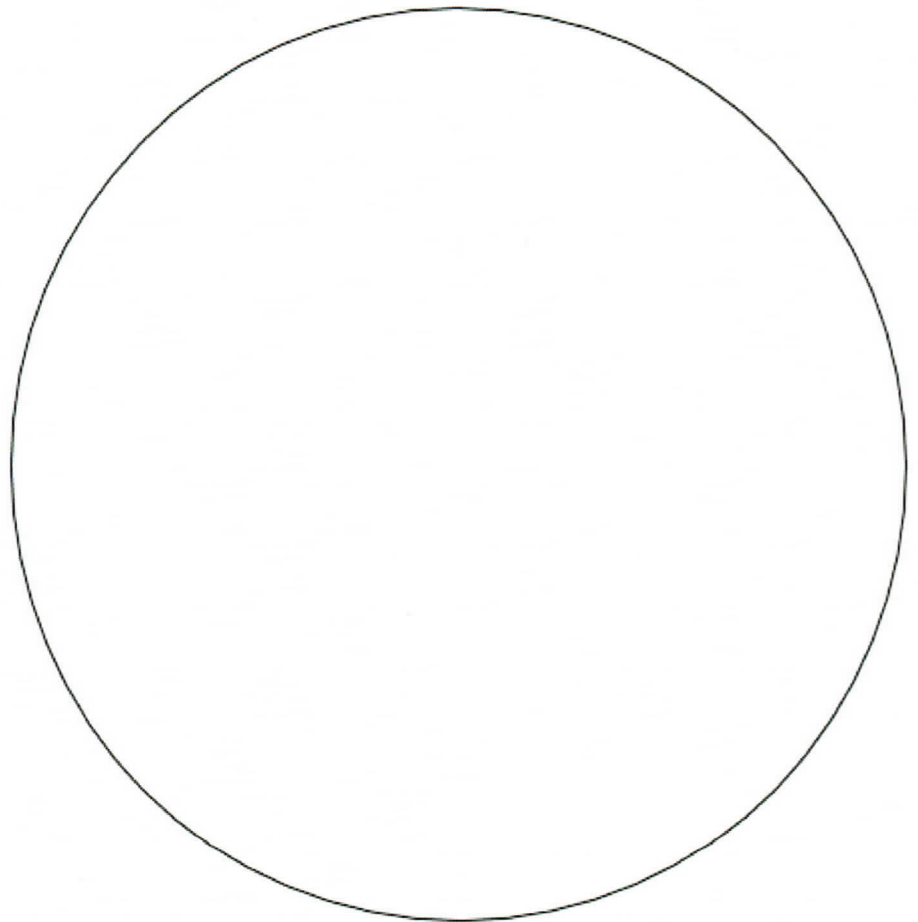


## Getting to Know You

1. List all the groups you feel you belong to - write down what you are comfortable to share with group: (consider, age, race, ethnicity, immigration status, education, family role, profession, hobbies, gender, gender identity, sexual orientation, religion/faith, hobbies, affinity groups, sport teams etc)

Top 5

- 1.
- 2.
- 3.
- 4.
- 5.



## Adolescence

Youth are not vessels to be filled, but fires to be sparked  
Plutarch

Physical

Mental /Cognitive

Social

Brain Development:

“.....hard science demonstrates that teenagers and young adults are not fully mature in their judgment, problem-solving and decision-making capacities...”

According to the JJDPA Fact Book/Adolescent Brain Development and Juvenile Justice Fact Sheet

## Samuel's Decision

Samuel has a summer job he got through the city's youth employment program. His guidance counselor at school helped him to get the job. He is eager to make some money this summer. It will help him to buy the stuff he wants and also save some for college. It will be a big help to his family.

Samuel is a very social person and has a large group of friends that all live in his neighborhood.

Last night he was out with friends and they all were planning to hang out today – it was going to be a very good time. His friends were asking why he couldn't just take one day off to be with them. On his way to work his friend, Kimon, texted him to see when they could meet up. Kimon was already hanging with Krystal and they both wanted him to come. Soon thereafter he got another text from Krystal that said "so when are you going to be here?"

*What does Samuel do???*



## Research Tell Us That . . . . .

### Relationships Matter!

Relationships matter much more than the amount of attention they receive in most schools, programs, families and communities.

***“Whether the burdens come from the hardships of poverty, the challenges of parental substance abuse or serious mental illness, the stresses of war, the threats of recurrent violence or chronic neglect, or a combination of factors, the single most common finding is that children who end up doing well have had at least one stable and committed relationship with a supportive parent, caregiver, or other adult.”***

National Scientific Council on the Developing Child; 2015

***“Counter to cultural assumptions that boys are generally resistant to schooling, boys in our studies indicated remarkable acceptance of the value and necessity of their school programs. Resistance and opposition arise most commonly when boys are unable to establish positive relationships with teachers and other staff.”***

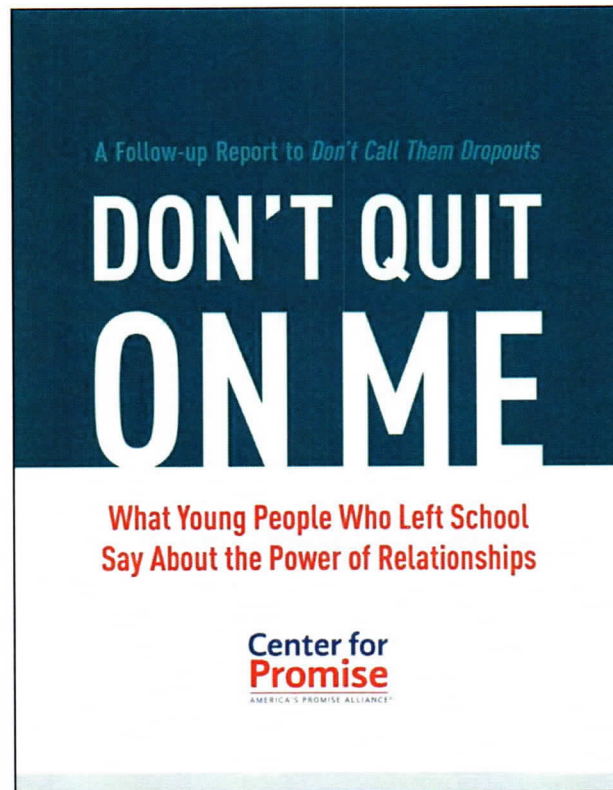
Michael Reichert and Richard Hawley, Center for the Study of Boys’ and Girls’ Lives, 2012

***“Relationships are the soil in which children’s social- emotional learning skills grow.”***

Susan Jones and Suzanne Bouffard, Harvard University, 2012

***“Positive youth development is an intentional, pro-social approach that engages youth within their communities, schools, organizations, peer groups, and families in a manner that is productive and constructive; recognizes, utilizes, and enhances youths’ strengths; and promotes positive outcomes for young people by providing opportunities, fostering positive relationships, and furnishing the support needed to build on their leadership strengths”.***

Fundyouthinfo.go



### Small Group Discussion

1. What did you notice as you listened to the young people in this video?
2. What are the formal and informal ways that young people encounter supportive relationships in your program? In Salem?
3. What are the barriers or challenges to developing supportive relationships with program participants? In Salem?

## The Developmental Relationships Framework

<b>Express CARE</b> Show me that I matter to you	<ul style="list-style-type: none"> <li>• Be Dependable - Be someone I can trust</li> <li>• Listen - Really pay attention when we are together</li> <li>• Believe in me - Make me feel known and valued</li> <li>• Be Warm – Show me you enjoy being with me</li> <li>• Be Dependable—Be someone I can count on and trust</li> </ul>
<b>CHALLENGE Growth</b> Push me to keep getting better	<ul style="list-style-type: none"> <li>• Inspire—Help me see future possibilities for myself</li> <li>• Expect—Make it clear that you want me to live up to my potential</li> <li>• Stretch—Recognize my thoughts and abilities while also pushing me to strengthen them</li> <li>• Limit—Hold me accountable for appropriate boundaries and rules</li> </ul>
<b>Provide SUPPORT</b> Help me complete tasks and achieve goals	<ul style="list-style-type: none"> <li>• Navigate – Guide me through hard situations and systems</li> <li>• Empower – Build my confidence to take charge of my life.</li> <li>• Advocate – Defend me when I need it</li> <li>• Set Boundaries – Put in place limits that keep me on track</li> </ul>
<b>Share POWER</b> Treat me with respect and give me a say	<ul style="list-style-type: none"> <li>• Respect—Take me seriously and treat me fairly</li> <li>• Include Me - Involve me in decisions that affect me</li> <li>• Collaborate – Work with me to solve problems and reach goals</li> <li>• Let Me Lead - Create opportunities for me to take action and lead</li> </ul>
<b>Expand POSSIBILITIES</b> Connect me with people and places that broaden my world	<ul style="list-style-type: none"> <li>• Inspire - Inspire me to see possibilities for my future</li> <li>• Broaden horizons – Expose me to new ideas, experiences, and places</li> <li>• Connect – Introduce me to more people who can help me develop and thrive</li> </ul>

Copyright © 2016 by Search Institute.  
All rights reserved



Express Care



Challenge Growth



Provide Support



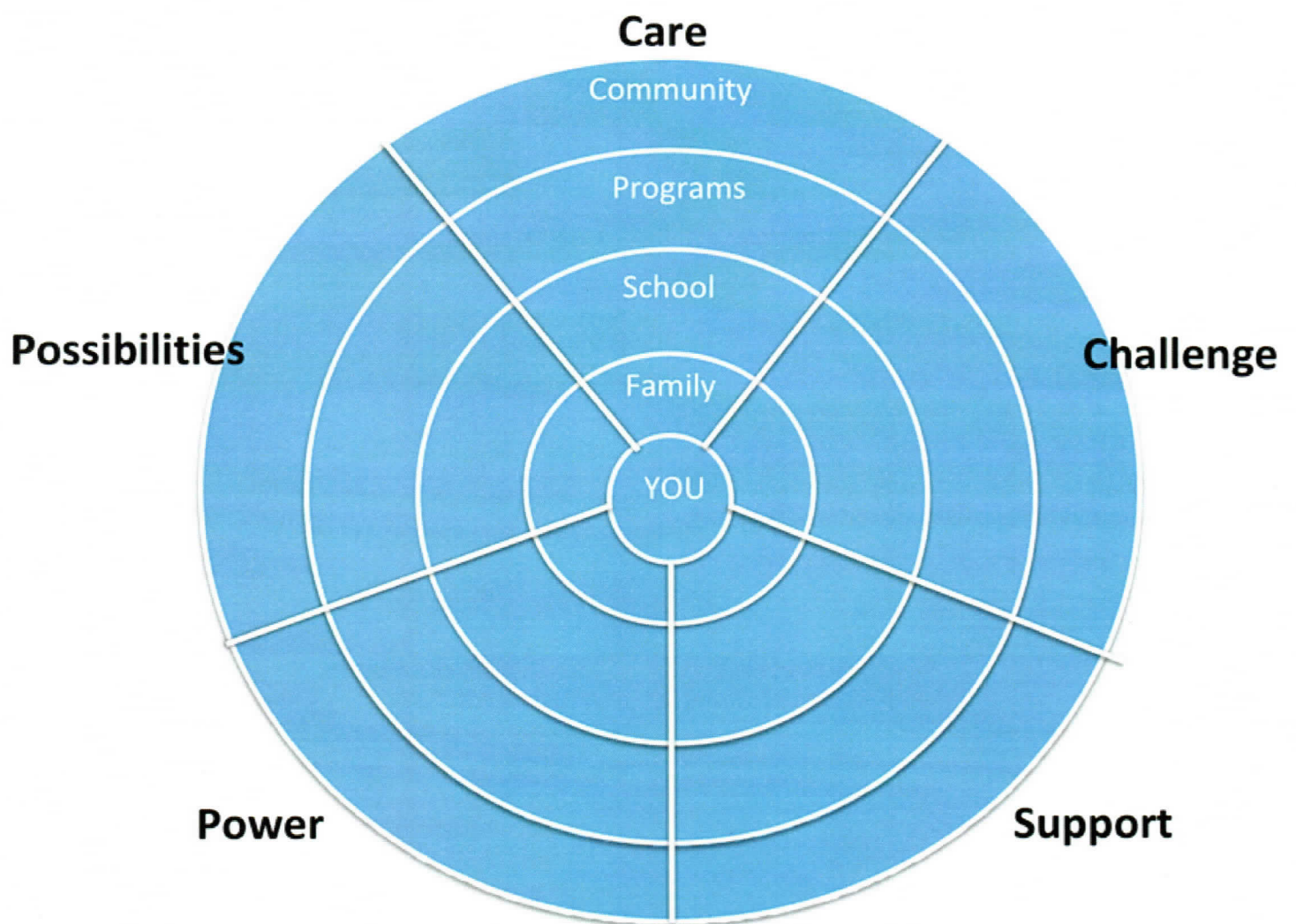
Share Power



Expand Possibilities



## Developmental Relationship Framework



## Next Steps

**3** ways I can use this information in my work:

**2** people who can help me to make these changes

**1** thing I want to learn more about