

YOUTH ID

YOUNG LEADERS & ADVOCATES PROGRAM

WORKBOOK

November 27 - December 18, 2020



YLA PROGRAM

WELCOME TO THE YLA PROGRAM!

This four-week project intends to provide you with the resources and reflection space necessary for you to understand what it means to be a good leader & advocate and receive guidance on how to develop the skills needed to become better leaders.

MAIN OBJECTIVES:

- To understand the values and traits of a good leader and advocate.
- To discover the importance of understanding yourself before leading others.
- To raise awareness of the importance of becoming objective and independent thinkers to become good advocates.
- To explore the skills required for good leadership.
- To gain awareness of other cultures and viewpoints through international dialogue.



WEEK ONE: "LEADERSHIP"

THE OBJECTIVES OF THIS WEEK ARE:

- Define true leadership.
- Describe the characteristics of a good leader.
- Understand the importance of self-awareness to lead others.
- Learn the keys to influence others.

DEFINITION:

To define leadership, let's start by clarifying what is not leadership. Leadership has nothing to do with one's position in a company, it has nothing to do with titles, nor with personal attributes like charisma or extraversion, it's not management either.

Leadership as defined by Kevin Kruse[1] is "a process of social influence, which maximizes the efforts of others, towards the achievement of a goal."

What we can learn from this definition is that leadership can be found in any situation where a person manages to lead others through influence not coercion, and where the leader is helping everyone move towards a common goal by maximizing their efforts. This implies that leaders learn to identify the talents and attributes of others, and they help them use these talents in the achievement of their common goal. In said situations, leaders work together with the team, setting themselves the example with their actions.



[1] CEO of LEADx and author of Great Leaders Have No Rules.

WEEK ONE: "LEADERSHIP"

To become a leader, you don't need to have a specific personality type nor be extraverted, like it was commonly thought before. You can be an introvert and become a great leader, just like Abraham Lincoln was. There are many styles and paths towards effective leadership. The style you use will depend on what feels more natural with your personality type. Having said this, it is important to note that there are common characteristic and virtues all good leaders share. The good news is that even if someone doesn't possess them now, they can always acquire them through practice.

Some of the common traits all leaders share are:

1. Clear communication: good leaders are clear and concise at all times. They learn how to communicate clearly their vision and expectations with others.

2. Decisiveness: good leaders make up their minds and do not hesitate to commit to their mission.

3. Courage: good leaders are bold and fearless. Leaders understand the magnitude of the challenges that can be presented on the road ahead, but they are ready to put the effort needed to overcome said challenges.

4. Humility: good leaders are humble, admit wrong, and use criticism to help drive personal growth.

5. Passion: good leaders are motivated and care about what they do. They don't see their goal as an obligation but more as a mission they feel passionate about. Leaders with purpose know how to transmit that purpose to others.



WEEK ONE: "LEADERSHIP"

As the old saying goes

"Do what you love, and you will never have to work a day in your life."

This doesn't mean you will not have to put in the effort and make some sacrifices along the way, but it means that if you do what you enjoy it won't feel like an obligation. Purpose will become your main driver in life. True leaders have a transcendental motivation, this is when you are pursuing an ultimate goal, like for example helping others or improving your society. What motivates you today?

TASKS OF THE WEEK

I. COMPLETE THE FOLLOWING MBTI PERSONALITY TEST

"Self-awareness is key when it comes to leadership and productivity"- Jeff Raider, co-founder of Warby Parker

Before leading others, it is important to know yourself first. When you know yourself, you become more adept at self-motivation, which in turn will allow you to understand the factors that motivate others, and you can put them into practice. With this online MBTi test you will discover your personality type. You will receive an analysis of your strengths and weaknesses, and what kind of employee, colleague and leader you tend to be. This awareness will help you better understand how you work with others and what points you need to work on.



WEEK ONE: "LEADERSHIP"

Links:

- English: <https://www.16personalities.com>
- French: <https://www.16personalities.com/fr>

2. COMPLETE THIS LEADERSHIP STYLE ASSESSMENT:

Once you've completed your MBTi test, you might have a better notion of what your leadership style could be. Take the following assessment to learn more about the leadership style you want to follow.

Link:

<https://hbr.org/2015/06/assessment-whats-your-leadership-style>

3. WATCH THE FOLLOWING VIDEOS:

- **How to win friends and influence people by Dale Carnegie |Animated Core Message**

Leadership is about influence and not coercion. With the following video learn the core message from Dale Carnegie's book "How to win friend and influence people". Always remember the importance of being authentic whenever we practice the advice provided in this video. Through influence we don't seek to achieve a selfish objective, we seek to accomplish noble goals.

Link:

https://www.youtube.com/watch?v=_uA_HkOJGjY&pbjreload=101



WEEK ONE: "LEADERSHIP"

- **Simon Sinek: How Great Leaders Inspire Action**

In this TED talk, Simon Sinek, a modern leadership guru, gives advice on how to become inspirational leaders, the type of leaders that inspire action.

Link:

https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?referrer=playlist-how_leaders_inspire#t-108294

ADDITIONAL RESOURCES:

If you want to learn more about how to become a better leader, we recommend to you this additional resource.

Video: Developing the Leader within you-John C. Maxwell

Through this video, John Maxwell, a leadership guru with 30 years of experience, talks about the importance of passion and self-discipline when trying to achieve any goal.

Link:

<https://www.youtube.com/watch?v=8X6PNJEqMrs>

