



**FOR YOUTH DEVELOPMENT®**  
 FOR HEALTHY LIVING  
 FOR SOCIAL RESPONSIBILITY

## QUICK GUIDE TO THE YOUTH DEVELOPMENT COMPANION

At the Y, we set ourselves apart because we cultivate cause-driven leaders who intentionally foster the key drivers of impact for youth development: **achievement, relationships, and belonging**. To help you hire and develop cause-driven leaders, YMCA of the USA (Y-USA), in partnership with local YMCAs, has created the **Youth Development Companion**.

The **Youth Development Companion** is a set of tools and resources, grounded in the CAUSE-DRIVEN LEADERSHIP® Competency Model, grouped into three key areas: hire, onboard, and develop. The tools and resources are intended to enhance your current human resources practices, and you can adapt them to meet the needs of your Y. You can easily access them from the table below. Not sure what to do first? Use the tools under Get Started! Then come back and explore additional resources to help you work with your staff. You can also download the tools and resources individually from the **Youth Development Companion** page on Exchange (<https://yexchange.org/leadership-supervisors/pages/youth-development-companion.aspx>). Or download and save the **Supervisor's Toolkit** to keep all of the resources at your fingertips at all times.



HIRE the Right People	ONBOARD Your Staff	DEVELOP Your Team
<p>Hire staff who have the skills, abilities, and knowledge required to flourish in their jobs and foster achievement, relationships, and belonging in youth.</p>	<p>Help staff understand what it means to be a cause-driven leader at the Y and their role in fostering achievement, relationships, and belonging in youth.</p>	<p>Grow with your staff and encourage them to develop their skills every day. Help staff be the best they can be through ongoing feedback and support.</p>
<p><b>TOOLS &amp; RESOURCES</b></p> <p><b>Get Started</b></p> <p>Short on time? Use the <b>Youth Development Hiring Snapshot</b>.</p> <p><b>Find Leaders</b></p> <ul style="list-style-type: none"> <li>• Job Description Guide</li> <li>• Interview Preparation Worksheet</li> <li>• Sample Interview Questions</li> <li>• Know What You Are Looking For</li> <li>• Interview Assessment</li> </ul> <p>Want the full guide? Download the <b>Youth Development Competency Hiring Guide</b>.</p>	<p><b>TOOLS &amp; RESOURCES</b></p> <p><b>Get Started</b></p> <ul style="list-style-type: none"> <li>• Onboarding Checklist</li> <li>• Be-Know-Do Lanyard Cards</li> </ul> <p><b>Communicate Expectations</b></p> <ul style="list-style-type: none"> <li>• In-My-Role Cards</li> <li>• Principles of Youth Development eLearning</li> </ul>	<p><b>TOOLS &amp; RESOURCES</b></p> <p><b>Get Started</b></p> <ul style="list-style-type: none"> <li>• Staff Challenges</li> <li>• Staff Self-Assessment</li> <li>• Supervisor's Observation Guide</li> </ul> <p><b>Grow Together</b></p> <ul style="list-style-type: none"> <li>• Staff Activities</li> <li>• Quick Guide to Youth Development Training</li> <li>• Principles of Youth Development Discussion Guide</li> <li>• Introduction to S.A.F.E. Discussion Guide</li> </ul>

# UNDERSTANDING THE CAUSE-DRIVEN LEADERSHIP COMPETENCY MODEL

Delivering an impactful youth experience requires CAUSE-DRIVEN LEADERSHIP—leading in a manner that advances our cause to strengthen communities through our work in youth development, healthy living, and social responsibility. The Y’s CAUSE-DRIVEN LEADERSHIP Competency Model is our unique platform to build the capacity of Y staff and volunteers. The model comprises 18 competencies that represent the leadership knowledge, skills, and behaviors required for success. The competencies are organized into four disciplines of leadership:



While the model includes 18 leadership competencies that are important for all Y staff, YMCA of the USA (Y-USA) has highlighted 7 of those competencies that are most critical for youth development staff.

**YOUTH DEVELOPMENT COMPETENCIES**

<b>Relationships</b>	<b>Quality Results</b>
<b>Communication</b>	<b>Project Management</b>
<b>Developing Others</b>	<b>Functional Expertise</b>
<b>Inclusion</b>	