

IMPACT

University of Idaho
Extension

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Extension helps Nez Perce youth gain leadership skills

The Situation

The Nez Perce Tribe formed a youth advisory council in 2013 and provided funds for training. The Extension Educator in Lapwai, Valdasue Steele, partnered with the tribe's department of education to organize and conduct a youth leadership conference in June 2013. Workshop presenters were needed on a variety of leadership topics.

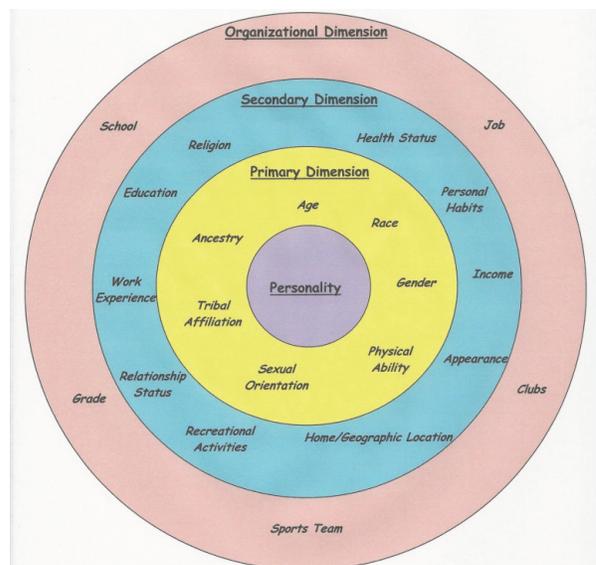
Our Response

Steele gave two workshops at the conference. The first workshop was on discovering the "True Colors" of personality where the youth learned details of their own dominant personality color group. (Green, Blue, Orange, Gold) Steele modified the word list and the score sheet. The purpose of learning their dominant color was to increase awareness and understanding of the different personality groups and how personality affects a person's values, view of the world, things they do well or are most comfortable or interested in doing.

As future leaders, it was important for the youth to not only understand their own personality but others' personality so that they can be more effective in team situations, at school or in the work place, and reduce conflict. All participants were able to identify their spectrum of color.

This was followed by a diversity workshop where the youth learned even more about what makes people different using "The Diversity Wheel" ¹ which Steele modified for this audience. (Figure 1) Thirty youth attended the two day conference. Steele also developed an evaluation to measure impact.

Figure 1: Diversity Wheel, by V. Steele.



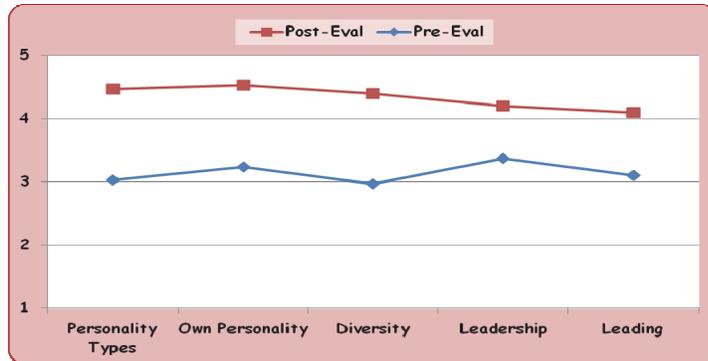
Program Outcomes

A post reflective survey was given at the end of the workshops. Youth ranked their own knowledge and understanding of the following statements, before and after the workshops, 1 (poor) – 5 (excellent):

- “Your understanding of different personality types.
- Your understanding of your own personality type.
- Your understanding of diversity.
- Your understanding of what it takes to be a leader.
- Your willingness to take a leadership role.”

In all categories, students ranked their knowledge and understanding higher and youth were more willing to take a leadership role as a result of the workshops. The results are summarized in Figure 2.

Figure 2: Youth leadership personality and diversity workshops evaluation results.



Students were also asked to comment on what they liked most about the workshops and how they will use the information. The following responses were what they liked most about the workshops:

“To see the differences between each other.”

“Learning my color and what it means.”

“Finding my true color.”

“Hearing other points of view.”

“Learning about my personality and knowing what it takes to be a leader.”

“Fun and interactive.”

The following responses were on how they will use the information:

“To know what others strengths are.”

“I will use this toward my peers and teammates to be a leader.”

“To teach others.”

“It will assist me in future occupations.”

“I will use it to apply for future jobs – knowing my specialties.”

“To help understand my leadership role.”

“I will learn to be more understanding of different personalities.”

“Try to be a leader.”

“Be my own person.”

Overall, the workshops were well received and they made a positive impact on the participants.

¹True Colors exercise adapted from Headstart of greater Dallas, <http://hsgd.or>.

²Adapted from the *Navigating Difference* Curriculum, by WSU Extension.

FOR MORE INFORMATION

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