

How Leaders Can Build and Strengthen Relationships to Benefit All Students

Developmental Relationships Workbook



DEVELOPMENTAL RELATIONSHIPS

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DR In Your Development Tool

For each section below, write the names of up to three people who did these things for and with you.

Who showed you that you mattered to them?

They may have done this by . . .

- ✓ Being someone you could trust. 1. _____
- ✓ Really paying attention when you were together. 2. _____
- ✓ Making you feel known and valued. 3. _____
- ✓ Showing you that they enjoyed being with you.
- ✓ Praising you for your efforts and achievements.

Who pushed you to keep getting better?

They may have done this by . . .

- ✓ Expecting you to live up to your potential. 1. _____
- ✓ Pushing you to go further. 2. _____
- ✓ Helping you learn from mistakes and setbacks. 3. _____
- ✓ Insisting that you take responsibility for your actions.

Who helped you complete tasks and achieve your goals?

They may have done this by . . .

- ✓ Guiding you through hard situations and systems. 1. _____
- ✓ Building your confidence to take charge of your life. 2. _____
- ✓ Standing up for you when you needed it. 3. _____
- ✓ Putting in place limits that kept you on track.

Who treated you with respect and gave you a say?

They may have done this by . . .

- ✓ Taking you seriously and treating you fairly. 1. _____
- ✓ Involving you in decisions that affected you. 2. _____
- ✓ Working with you to solve problems and reach goals. 3. _____
- ✓ Creating opportunities for you to take action and lead.

Who connected you with people and places that broadened your world?

They may have done this by . . .

- ✓ Exposing you to new ideas, experiences, and places. 1. _____
- ✓ Inspiring you to see possibilities for your future. 2. _____
- ✓ Introducing you to other people who helped you grow. 3. _____

Questions to share with your group:

Which person(s) did you list the most?

Which person is a surprise in thinking of their influence on you?



DEVELOPMENTAL RELATIONSHIPS

The Framework

Developmental relationships are the roots of thriving and resilience for young people, regardless of their background or circumstances. Through these relationships, young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them. Just as trees rely on a system of roots to support and nourish them, young people need to experience developmental relationships in their families, schools, programs, and communities. However, too many young people miss these opportunities due to bias, prejudice, and systemic exclusion based on their race, ethnicity, income, gender, sexual orientation, abilities, or other differences. Ensuring that every young person experiences the developmental relationships they need is a vital challenge for the 21st century.

The Developmental Relationships Framework was developed by Search Institute, Minneapolis, MN; 800-888-7828; www.searchinstitute.org.

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EXPRESS CARE

Show me that I matter to you.

Be dependable
Be someone I can trust

Be warm
Show me you enjoy being with me

Listen
Really pay attention when we are together

Encourage
Praise me for my efforts and achievements

Believe in me
Make me feel known and valued



CHALLENGE GROWTH

Push me to keep getting better.

Expect my best
Expect me to live up to my potential

Hold me accountable
Insist I take responsibility for my actions

Stretch
Push me to go further

Reflect on failures
Help me learn from mistakes and setbacks



PROVIDE SUPPORT

Help me complete tasks and achieve goals.

Navigate
Guide me through hard situations and systems

Advocate
Stand up for me when I need it

Empower
Build my confidence to take charge of my life

Set boundaries
Put limits in place that keep me on track



SHARE POWER

Treat me with respect and give me a say.

Respect me
Take me seriously and treat me fairly

Collaborate
Work with me to solve problems and reach goals

Include me
Involve me in decisions that affect me

Let me lead
Create opportunities for me to take action and lead



EXPAND POSSIBILITIES

Connect me with people and places that broaden my world.

Inspire
Inspire me to see possibilities for my future

Connect
Introduce me to people who can help me grow

Broaden horizons
Expose me to new ideas, experiences, and places

Becoming More Intentional

Intentionality Tool

How much attention do you give to the actions listed below in your work with young people? Please answer as honestly and accurately as possible.

Almost No Attention	A Little Attention	A Fair Amount of Attention	A Lot of Attention	Almost Constant Attention
(1 pt.)	(2 pts.)	(3 pts.)	(4 pts.)	(5 pts.)



**Express
Care**

- Showing them that they can trust me.
- Giving them individual attention.
- Making them feel known and valued.

_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Element Total (add points):



**Challenge
Growth**

- Setting high expectations for them.
- Helping them learn from mistakes & failure.
- Holding them accountable for their actions.

_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Element Total (add points):



**Provide
Support**

- Guiding them through hard situations.
- Building their self-confidence.
- Standing up for them when they need it.

_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Element Total (add points):



**Share
Power**

- Taking their ideas & opinions seriously.
- Involving them in important decisions.
- Letting them take the lead.

_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Element Total (add points):



**Expand
Possibilities**

- Inspiring them to see future possibilities.
- Exposing them to new ideas.
- Introducing them to new people.

_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Element Total (add points):

Element Total (add points):

Informed by the numbers above and other things I have been thinking about, the element of a developmental relationship that I want to be more intentional about is: _____

Making Commitments



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I am going to: _____
(do what?)

to build stronger developmental relationships with _____
(which young people?)

In the next month.

My first next step to being more intentional in building Developmental Relationships is to...



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Example Goal

Create and send applications for my seven top college choices, meeting all deadlines.

Actions / tasks

This week

- Review application requirements for each school
- Gather common information needed for all applications
- Identify different specific requirements needed for each school
- Create application schedule with deadlines, including financial aid dates

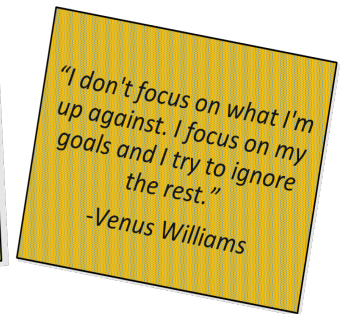
This month

- Complete common/basic application portions
- Gather school-specific application information
- Draft personal and school-specific essays
- Contact teachers and employers for recommendations
- Prepare information needed for financial aid applications and send by deadlines.

Within 6 months

- Complete personal and school-specific essays, including proofreading
- Complete school-specific application portions
- Follow-up on recommendations; send thank you notes
- Submit applications by deadlines!

Inspiration



What does success look like?

All applications completed and submitted on time.

Reward

Bike trip!

Resources

- Official test scores and grades
- Work/volunteer history, with dates and people
- Extracurricular activities
- Recommendations
- School Web sites and contact information
- Financial aid sites and contact information

Reflection

* When it's all over, reflect on the process and the outcome.*



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Goal

You can easily customize this goal template with your own information. To replace any placeholder text (such as this), just select it and enter your own.

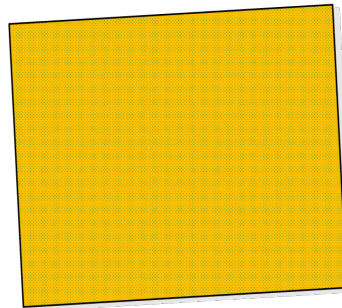
Actions/Tasks

This week

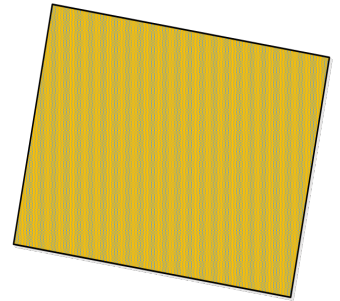
This month

Within 6 months

Inspiration



What does success look like?



Reward

Resources

Reflection

Notes:



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Search Institute Fact Sheet

WHO ARE WE?

Search Institute is a non-profit organization that partners with schools, youth programs, community coalitions, and other organizations to conduct and apply research that promotes positive youth development and advances equity.

WHAT DO WE DO?

Drawing on extensive research, Search Institute works worldwide to bring research-based solutions to the most pressing challenges in the lives of young people. Everything we do focuses on the strengths of young people—rather than deficits— so they can build on what they’re already doing right. Through valuable frameworks, such as developmental relationships and Developmental Assets®, we give youth leaders the tools to help young people successfully navigate their teen and pre-teen years to become thriving adults.

HOW DO WE WORK?

Search Institute equips those who work with youth to help young people achieve constructive goals, maintain positive relationships, and make responsible decisions. We do this through...

- High-quality research, evaluation, and capacity-building projects that deepen knowledge of the social and emotional needs of young people and their families.
- Tools, resources, and services to equip educators, youth workers, communities, and other leaders to create a world where young people can be and become their best selves.
- Partnership with schools, foundations, corporations, communities, and other youth-serving systems to deepen capacity and impact in helping youth and families succeed.

WHERE DO WE FOCUS OUR WORK?

Search Institute links its research, tools, services, and partnerships in the following areas:

Schools— Your school plays a critical role in building not only students’ academic skills, but also the social and emotional skills that are essential for lifelong success. Thousands of schools utilize Search Institute’s research, tools, and services that give all students the opportunity to succeed.

Youth Programs— Time spent with caring adults outside of the home and classroom can have a profound impact on how youth see themselves and the world around them. Search Institute's research-based tools and resources translate the passion and commitment of your youth development staff into effective developmental relationships that help young people thrive.

Communities— A “village” of support and opportunity is sometimes needed to ensure the success of all youth in a community. Our resources will assist your coalition in developing and implementing action plans with aligned expectations and measurable goals.