

Title	Provide leadership in a youth work project		
Level	5	Credits	6

Purpose	People credited with this unit standard are able to: explain leadership theory relevant to youth work; establish self as a leader in relation to youth in a youth work project; establish boundaries when working as a leader with youth in a youth work project; and work as a leader within established boundaries in a youth work project.
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Classification	Social Services > Youth Development
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Available grade	Achieved
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Guidance Information

- 1 Legislation and codes relevant to this unit standard include but are not limited to:
 - Oranga Tamariki Act 1989 (Children’s and Young People’s Well-being Act 1989)
 - Crimes Act 1961;
 - Human Rights Act 1993;
 - Health and Safety at Work Act 2015;
 - Official Information Act 1982;
 - Privacy Act 1993.

- 2 Definitions:
 - *Characteristics and needs of youth* may be physical, spiritual, or mental. Characteristics include: age and stage of development, coping strategies, culture, disabilities, experience and knowledge, gender, health status, personal history, language, sexual orientation, socio-economic situation, risk and resiliency factors. Needs include physical comfort, safety, and privacy.
 - *Leader* refers to the person seeking award of credit for this unit standard.
 - *Leadership styles* include: authoritarian, authoritative, consensus, democratic, empowering, permissive, and situational (defined below).
 - *Authoritarian* means a militaristic leadership style that is black and white, requires obedience to rules, gives the leader all power.
 - *Authoritative* means a leadership style that will use the power of a leader to influence decisions.
 - *Consensus* means a leader who allows all participants to discuss and make decisions that everybody agrees with.
 - *Democratic* means a leader who is chosen by the majority, and the people retain the power.
 - *Empowering* leadership is a style where the leader believes the participants have the ability to make their own decisions, and the leader guides the group to make their decision.

- *Permissive* means a very relaxed leadership style, where the people have the power.
- *Situational* means the use of a variety of leadership styles to apply within different contexts.
- *Safety mechanisms* include but are not limited to protocols and procedures for: risk management, occupational safety and health, confidentiality, management of the leader's interactions and relationships with youth, and management of youth's interactions and relationships with the leader and each other.
- *Youth* refers to the young people in a youth work project.

3 Assessment notes:

It is envisaged that people seeking award of credit for this unit standard will be assessed in a context where they are demonstrating leadership whilst contributing to or facilitating a project within a youth work context. Assessment can be in a fieldwork context or through simulation.

People awarded credit for this unit standard are able to demonstrate their ability to relate to difference, evidenced by their understanding, warmth and respect for difference. They use language that is appropriate to the characteristics and needs of youth, and seek to establish and maintain rapport with youth. They demonstrate clarity about their role in their relationships with youth, know the limits of their competence, and when to refer on to others.

People awarded credit for this unit standard show that their actions are guided and supported by valid theory for youth work practice. Evidence is required of youth work theory that is derived from authoritative sources, which may include but are not limited to: body of knowledge related to youth work; cultural theory; practice research.

Assessment relating to *personal disclosures* and *professional boundaries* in Outcomes 2, 3 and 4 should refer to the *Ara Taiohi Code of Ethics for Youth Work in Aotearoa New Zealand* (2nd edition).

4 Resources:

- Ara Taiohi. (2011). *Code of Ethics for Youth Work in Aotearoa New Zealand* (2nd edition). Available at: <https://arataiohi.org.nz/career/code-of-ethics/history-of-the-code-of-ethics/>
- Ara Taiohi. (2019). *Mana Taiohi Principles*. Available at: <https://arataiohi.org.nz/resources/training-and-resources/mana-taiohi/>
- Ministry of Youth Development. (2002). *Youth development strategy Aotearoa – Action for child and youth development*. Wellington: Ministry of Youth Development. Available at: <http://www.myd.govt.nz/resources-and-reports/publications/youth-development-strategy-aotearoa.html>
- UN General Assembly. (1989). *Convention on the Rights of the Child*. Available at: <https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

Outcomes and performance criteria

Outcome 1

Explain leadership theory relevant to youth work.

Performance criteria

- 1.1 Leadership is explained in terms of leadership roles, functions, and responsibilities.
- Range leadership roles, functions, and responsibilities may include but are not limited to – care, control, decision-making, negotiating, facilitation, guidance, establishing consensus, establishing safety and rules, inspiration, motivation, programme setting, role modelling, encouraging self-leadership.
- 1.2 Leadership is explained in terms of the characteristics of different styles of leadership.
- Range styles of leadership – authoritarian, authoritative, consensus, democratic, empowering, permissive, situational.
Evidence is required of at least two positive and two negative characteristics of each leadership style.
- 1.3 Different styles of leadership are explained in terms of their applicability to youth work in terms of the age and stage of development, culture, and gender of youth.
- Range styles of leadership – authoritarian, authoritative, consensus, democratic, empowering, permissive, situational.
Evidence is required of the applicability of the same two leadership styles to two age groups, two cultures, and both genders.

Outcome 2

Establish self as a leader in relation to youth in a youth work project.

Performance criteria

- 2.1 Personal disclosure by the leader to youth is sufficient for and appropriate to the youths' characteristics and needs and the focus of the project.
- Range personal disclosure may include but is not limited to – personal values, personal history, qualifications.
- 2.2 The leader's leadership style is selected and applied according to the youths' characteristics and needs and the focus of the project.
- Range leadership style may include but is not limited to – authoritarian, authoritative, consensus, democratic, empowering, permissive, situational.
Evidence is required of the application of one leadership style.

Outcome 3

Establish boundaries when working as a leader with youth in a youth work project.

Performance criteria

- 3.1 Kawa, personal and professional boundaries, and expectations of leadership are established according to the characteristics and needs of the youth and the focus of the project.
- 3.2 Safety mechanisms are established with the youth in accordance with the characteristics and needs of the youth and agency guidelines.

Outcome 4

Work as a leader within established boundaries in a youth work project.

Performance criteria

- 4.1 Personal and professional boundaries of leadership are maintained in all relationships with youth in accordance with established kawa and group rules.
- 4.2 Leadership is carried out within the parameters of the safety mechanisms established for the project.
- 4.3 All aspects of leadership are evaluated throughout the course of the project and where necessary are amended according to the current characteristics and needs of the youth and any changes in the focus of the project.

Range aspects of leadership – roles, functions, and responsibilities; style; boundaries and expectations; safety mechanisms.

Planned review date	31 December 2024
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	16 December 1997	31 December 2021
Revision	2	6 January 2000	31 December 2021
Review	3	26 June 2002	31 December 2021
Review	4	26 November 2007	31 December 2021
Revision and rollover	5	MM 2020	N/A

Consent and Moderation Requirements (CMR) reference	0024
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This CMR can be accessed at <https://www.nzqa.govt.nz/framework/search/index.do>

Comments on this unit standard

Please contact Careerforce info@careerforce.org.nz if you wish to suggest changes to the content of this unit standard.