

Empowering vs. Enabling

Scenario 1

A young person is employed as an intern in your program. They are late to work 3 times in one week. Each time they text to inform you they are running late. When they arrive it is a disruption in your work to stop running program to give them directions for the day. One staff wants to suspend the youth for being unprofessional. Another staff explains the youth comes from a highly unstructured background, and they should be happy they are showing up at all. They also share that the youth really needs this job.

Scenario 2

Youth are asked to speak to a group of funders, and are “prepped” by the ED with speaking points.

Scenario 3

Youth are asked to represent the organization at a political rally, where the organization is hoping to make a good impression. They are asked to dress up.

Scenario 4

You assign some youth on a leadership board a project you think should be easy for them to complete. They struggle from start to finish. You step in to help and take over some of the more complicated parts.