Track 2: Leadership and Teamwork

SESSION 1: LEADERSHIP STYLES AND ROLES

Overview: This session introduces youth to different leadership styles and roles within a team. Through interactive activities and reflection, participants learn to identify their own leadership tendencies and understand how diverse styles contribute to effective teamwork.

Objectives

- Identify and describe at least three common leadership styles.
- Recognize the strengths and challenges of each style.
- Reflect on their own leadership tendencies.
- Understand the importance of different roles in a team setting.

Supplies

- Leadership Style Cards or Handouts
- Flip chart or whiteboard
- Markers
- Role scenario cards (for team activity)
- Leadership self-assessment worksheet
- Optional: projector/slides for visual learners

Advisor Notes

- This session works best when youth are encouraged to share and reflect openly. Set a tone of respect and curiosity early.
- Avoid labeling any leadership style as "better" — emphasize that different styles work in different situations.
- If youth struggle to identify their own style, help them reflect on past group experiences (school projects, sports teams, etc.).
- During the team roles simulation, observe group dynamics and offer gentle coaching if one style dominates or others are overlooked.
- Consider pairing quieter youth with more expressive peers to balance participation.
- Reinforce that leadership is not just about being in charge — it's about influence, responsibility, and collaboration.

SESSION OUTLINE

Welcome and Icebreaker Activity: Leadership in Action (10-15 min)

- Ask participants to name someone they admire as a leader and why.
- Goal: Warm-up discussion to get youth thinking about leadership traits.

Safety Moment: Lead by Example—Safety First!

- A good leader sets the tone for the group. If you wear a helmet, buckle your seatbelt, or follow safety rules, others are more likely to do the same.
- Ask: "Can you think of a time when someone's safe behavior helped you stay safe?"
- Discuss how leaders can speak up when they see unsafe behavior and encourage others to do the right thing—even when it's not popular.

Leadership Styles Overview (15-20 min)

- Introduce 3–5 leadership styles (for example, Authoritative, Democratic, Coaching, Affiliative, Delegative).
- Use real-world examples (for example, sports captains, student council leaders, famous figures).
- Handout: Leadership Style Summary Sheet

Leadership Self-Assessment (10-15 min)

- Youth complete a short quiz to identify their dominant leadership style.
- Small group discussion: "What surprised you?" "What fits you well?"

Team Roles Simulation (20-30 min)

- Break into small teams. Each team receives a scenario (for example, planning a campout, organizing a fundraiser).
- Assign each member a role (Leader, Organizer, Communicator, Problem-Solver, Supporter).
- Teams plan and present their approach.
- Discuss how different roles and styles contributed to the outcome.

REFLECTION SECTION

Advisor note: These are sample questions. They are designed to help the participants apply what they have learned to their own interests. You are welcome to use these questions or develop your own questions.

Focusing Questions

- What leadership styles did you learn today?
- Which leadership style do you think fits you best, and why?
- What role did you play in your team during the simulation activity?

Analysis Questions

- How did the different leadership styles affect your team's ability to work together?
- What challenges did you notice when trying to lead or follow others?
- How did your leadership style influence the way you communicated or made decisions?

Generalization Questions

- Where else in your life have you seen these leadership styles in action (school, sports, family)?
- How can understanding your leadership style help you in future group projects or activities?
- What's one thing you'll do differently next time you're in a leadership role?

Challenge

- Ask youth to observe leadership styles in action during the week (school, sports, home) and journal one example.

Optional Extensions

- Invite a guest speaker (for example, local firefighter, teacher, coach) to share their leadership style.
- Create a Leadership Style Poster as a group.

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PRINTABLE HANDOUT: LEADERSHIP STYLE SELF-ASSESSMENT WORKSHEET

Instructions: Read each statement below and rate how true it is for you on a scale from 1 to 5.
1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree.

After completing all 10 statements, follow the scoring instructions at the end to identify your dominant leadership style.

1. I prefer to set a clear direction and expect others to follow it.	1	2	3	4	5
2. I like to involve everyone in decision-making.	1	2	3	4	5
3. I enjoy helping others grow and develop their skills.	1	2	3	4	5
4. I focus on keeping the team happy and emotionally connected.	1	2	3	4	5
5. I trust others to take the lead and make decisions on their own.	1	2	3	4	5
6. I take charge quickly in uncertain or emergency situations.	1	2	3	4	5
7. I believe the best ideas come from group discussions.	1	2	3	4	5
8. I spend time coaching others even when it's not required.	1	2	3	4	5
9. I try to avoid conflict and keep the peace in the group.	1	2	3	4	5
10. I feel comfortable stepping back and letting others lead.	1	2	3	4	5

Scoring Instructions: Group your answers as follows to find your dominant leadership style:
Authoritative: Questions 1 and 6
Democratic: Questions 2 and 7
Coaching: Questions 3 and 8
Affiliative: Questions 4 and 9
Delegative: Questions 5 and 10

Add the scores for each pair. The highest total indicates your dominant leadership style.

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PRINTABLE HANDOUT: LEADERSHIP STYLE SUMMARY SHEET

Authoritative
Definition: Sets a clear vision and direction, expects compliance and results.
Strengths: Provides clarity, strong direction, effective in crisis situations.
Challenges: Can stifle creativity, may lead to dependency on the leader.
Example: Leading a team during an emergency or major change.

Democratic
Definition: Encourages group participation and consensus in decision-making.
Strengths: Builds team commitment, values diverse input.
Challenges: Can be time-consuming, may lead to indecision.
Example: Planning a community event with input from all members.

Coaching
Definition: Focuses on personal development and long-term growth of team members.
Strengths: Empowers individuals, builds future leaders.
Challenges: Requires time and patience, not effective in urgent situations.
Example: Mentoring a new team member over several months.

Affiliative
Definition: Prioritizes emotional bonds and harmony within the team.
Strengths: Creates strong relationships, boosts morale.
Challenges: May avoid conflict, can overlook performance issues.
Example: Supporting a team after a stressful project or conflict.

Delegative
Definition: Gives team members autonomy to make decisions and take action.
Strengths: Encourages independence, builds trust.
Challenges: Can lead to lack of direction if not monitored.
Example: Assigning a project to a trusted team and letting them lead.