



INVENTORY OF ADULT ATTITUDES AND BEHAVIOR

This inventory was designed to give adults who interact with young people an opportunity to consider their beliefs, approaches and the framework from which they work with young people. It works from the assumption that attitudes are closely related to behavior and that by examining our attitudes it is possible to make sound decisions about how we can best influence an organization’s approach to working with young people.

The statements below explore various aspects of the processes of planning; operating and evaluating the work of youth focused organizations. To what extent are young people involved in these processes, and how do the attitudes and behavior of adults within the organization affect the relationships of young people to the organization as regards these processes? Young people can participate in using the Inventory by indicating how well the statements describe the approach they see adults in the organization or system taking. This perspective is tremendously valuable. Let’s face it, we don’t always have the most accurate self-perception.

The Inventory includes 24 statements. Each person selects a number from the opinion scale and place it in the space provided to the left of the statement. The use of numbers from the lower end of the scale indicates that the statement is unlike the way the respondent approaches things. The use of numbers from the upper end of the scale indicates the person uses an approach similar to the statement.

OPINION SCALE

1	2	3	4	5	6	7	8	9
Never my approach		Seldom my approach		Sometimes my approach		Often my approach		Always my approach

STATEMENTS

- _____ 1. As an adult leader, I engage young people in program decisions when I think this engagement will be a growth experience for them.
- _____ 2. It is most appropriate that adults determine what the programs for young people will be.
- _____ 3. Young people have a vantage point that is valuable for evaluating the successes and failures of specific programs.



OPINION SCALE

- | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------------|---|--------------------|---|-----------------------|---|-------------------|---|--------------------|
| Never my approach | | Seldom my approach | | Sometimes my approach | | Often my approach | | Always my approach |
-
- _____ 4. Training programs designed to improve organizational effectiveness should teach adults how to encourage young people to accept the organization's expectations, processes and programs as adults have designed them.
- _____ 5. Adults can share carefully selected management roles with those youths who are ready to learn, under close adult supervision, from the experience.
- _____ 6. Young people are encouraged to assume leadership responsibility within a youth/adult partnership in carrying out youth programs.
- _____ 7. In our organizational decision making, adults should make the decisions.
- _____ 8. I believe that allowing young people to participate in organizational roles can open valuable learning opportunities for them.
- _____ 9. As an adult leader, I engage young people in making program decisions at the earliest point.
- _____ 10. Asking young people to review adult-determined program plans will communicate to the young people that the adults respect them.
- _____ 11. Adults are in the best position to evaluate the successes and failures of a specific program.
- _____ 12. Training programs designed to improve organizational effectiveness should teach adults how to engage young people's participation in those organizational decision processes that will help the young people learn to make more responsible decisions in real-life situations.
- _____ 13. Youth participation can enhance and enrich the various management roles within our organization.
- _____ 14. Fewer mistakes are made in carrying out a program for young people if adults perform the leadership roles themselves.



OPINION SCALE

1	2	3	4	5	6	7	8	9
Never my approach		Seldom my approach		Sometimes my approach		Often my approach		Always my approach

- _____ 15. Adults should allow young people to participate in making decisions that will provide learning experiences for them.
- _____ 16. I believe that experiences of young people give them a valuable perspective that can become useful in efforts to plan, operate and evaluate the way the organization functions.
- _____ 17. As an adult leader, I seldom ask for the opinions of the youth participants when I make program decisions.
- _____ 18. If young people are active participants in the planning process of an organization, they can help make the program more relevant to their needs and desires.
- _____ 19. Asking the opinions of young people as a part of program evaluation will help them sharpen their thinking and observational skills.
- _____ 20. Training programs designed to improve organizational effectiveness should teach adults how to foster young people's participation in decision processes to bring the perspective of young people to bear on improving the organization.
- _____ 21. Management roles within our organization, by their very nature, are adult roles.
- _____ 22. Allowing young people to assume some leadership roles can help them develop skills for the future.
- _____ 23. In our organizational decision making, adults and young people together should make the decisions.
- _____ 24. I believe that allowing young people to participate in organizational decision making would mislead them into thinking they can influence matters beyond their control.

Now that you have completed the Inventory, the results can be tabulated by using the form on the next page.



INVENTORY SCORING INSTRUCTIONS

Transfer the numbers given to each statement in the Inventory to the appropriate box.
Total the numbers at the bottom in each column to determine the ranking for each style.

Statements	Style #1	Style #2	Style #3
1		<input type="text"/>	
2	<input type="text"/>		
3			<input type="text"/>
4	<input type="text"/>		
5		<input type="text"/>	
6			<input type="text"/>
7	<input type="text"/>		
8		<input type="text"/>	
9			<input type="text"/>
10		<input type="text"/>	
11	<input type="text"/>		
12		<input type="text"/>	
13			<input type="text"/>
14	<input type="text"/>		
15		<input type="text"/>	
16			<input type="text"/>
17	<input type="text"/>		
18			<input type="text"/>
19		<input type="text"/>	
20			<input type="text"/>
21	<input type="text"/>		
22		<input type="text"/>	
23			<input type="text"/>
24		<input type="text"/>	
TOTAL POINTS	-----	-----	-----
RANK	-----	-----	-----

