

YOUNG PEOPLE VIEWED AS OBJECTS

The basis of this attitude is that one person or group of people “knows what’s best” for another person or group of people. Or the first person or group may decide they have a right to determine the circumstances under which the second person or group will exist. *The person being viewed and treated as an object usually knows it.*

YOUNG PEOPLE VIEWED AS RECIPIENTS

Here the first person or group still believes they know what is best for the other, but they “give” the other the opportunity to participate in decision making because it will be “good” for the other person or group. Thus, the other is supposed to receive the benefits of what the first person gives to them.

YOUNG PEOPLE VIEWED AS RESOURCES

Here there is an attitude of respect by the first person or group toward what the other person or group can do. This attitude and the behaviors which follow it can be closely associated with two matters of great concern: self-esteem and productivity.

Creating a culture in which people are viewed as resources is a worthy goal.

A comparison of results across the spectrum

<u>Style #1</u> Young people viewed as OBJECTS	<u>Style #2</u> Young people viewed as RECIPIENTS	<u>Style #3</u> Young people viewed as RESOURCES
The adult is in control with no intention of youth involvement	The adult is in control and allows youth involvement	There is a Youth/Adult Partnership (shared control)
The objective: Personal growth of young people	The objective: Personal growth of young people	The objective: Increased organizational effectiveness
The byproduct: Conformity of young people and acceptance of the program as it is.	The byproduct: Increased organizational effectiveness	The byproduct: Personal growth of young people and adults

If you are interested in promoting increased organizational effectiveness and personal growth in others, it is more effective to create genuine experiences wherein people are engaged as resources, seeing personal growth as a byproduct, rather than focusing on growth as a direct objective.