VIBRANCY

A Professional Self-Assessment Tool©

Research has shown that truly vibrant youth programs exhibit specific characteristics in five critical domains. This self-assessment tool is designed to help you evaluate your current program by providing a series of statements related to the domains of vibrancy and then helping you calculate a score. If done objectively and repeated periodically, this tool can help you chart your progress toward vibrancy in key areas. In addition, this tool provides some specific strategies for improvements in the five domains. For more information on the use of this tool, contact: Dr. Kirk A. Astroth, The University of Arizona, 301 Forbes Building, Tucson, Arizona 85721-0036. All rights reserved.

Directions: Objectively assess your program's practices for each of the following statements by putting a check mark in the appropriate column for the frequency with which you actively demonstrate these practices in your current program.

D1. The atmosphere is both firm and flexible-providing the right mixture between being overly rigid and overly chaotic.

A1. Youth are actively engaged in their own learning through practical, hands-on activities.

C1. Our staff are grounded in a knowledge of positive youth development principles and practices.

A2. We are connected to the pulse of the community. We operate within and through the neighborhood, its organizations and through relationships that are part of youth's everyday experiences.

B1. Our programs are of the highest quality and are based on a knowledge of "best practices" in youth development.

E1. A primary goal of our programs is to help young people achieve a sense of self-sufficiency and purpose.

A3. We match young people with older adults or other youth in one-on-one relationships with an eye to creating attachment and bonding.

D2. Our organization is sensitive to youth needs and interests so that youth feel they have ownership in the program and have influence in decisions and policies that affect them.

A4. In our program, young people learn through practical, experienced-based, hands-on activities.

Not Sure	Never	Rarely	Sometimes	Most Times	Always
0	1	2	3	4	5

D3. People within our organization listen to and communicate with one another.

B2. Programs in our organization are tailored to meet the needs and interests of youth.

D4. Young people in our programs work hard and play hard.

E2. Adults in our programs operate more as guides than leaders, providing opportunities for youth to make their own decisions.

A5. Young people have opportunities to give back to the community in meaningful ways through service activities.

E3. Youth are viewed as partners and resources to our programs rather than as problems to be managed or objects to be manipulated and kept busy.

B3. Our programs provide numerous opportunities for youth to feel a sense of success and accomplishment. Our programs are safe places for youth to test their wings and excel.

D5. Our programs provide a safe, nurturing environment for learning and development.

C2. Our staff can deal effectively with the unexpected and know how to be flexible.

B4. Youth can choose their own level of involvement in our programs. No program or service is mandatory.

C3. Staff in our programs are trusted by youth and youth have trust in them.

D6. People in our programs learn how to affirm the unique value and worth of every individual and support one another.

B5. We try to make the most of the physical environment of our facilities to facilitate learning.

C4. Our staff have a long term commitment to the youth in our programs. They care about young people.

Not Sure	Never	Rarely	Sometimes	Most Times	Always
0	1	2	3	4	5

A6. We focus on the process of learning and development more than on quick solutions or remedies.

C5. Our staff are committed for the long haul and do not see the program as a temporary stepping stone to another position.

B6. Programs in our organization are shaped by youth themselves.

C6. Our staff are advocates for youth and help give voice to youth concerns and issues in the larger community.

B7. Our programs are connected by a common thread that reflects our organization's philosophy and vision.

C7. Our staff see young people as important partners in the organizations and do not treat youth as objects or recipients of adult generosity and wisdom.

A7. We provide an environment where youth feel safe enough to take risks to exceed beyond their own expectations.

B8. Our programs are linked closely to the community and reach out to families, schools, and other community partners.

C8. Our staff are committed for the long haul and do not see the program as a temporary stepping stone to another job.

B9. Our programs place an emphasis on a "group" experience yet also stress individual responsibility.

E4. Parents are valued partners in the process of youth development. We strive to involve parents in all parts of our programs.

Not Sure	Never	Rarely	Sometimes	Most Times	Always
0	1	2	3	4	5