

South Dakota State University
**Open PRAIRIE: Open Public Research Access Institutional
Repository and Information Exchange**

SDSU Extension Circulars

SDSU Extension

1960

Junior Leadership: To the Junior Leader

Agricultural Extension Service

Follow this and additional works at: http://openprairie.sdstate.edu/extension_circ

 Part of the [Agriculture Commons](#)

Recommended Citation

Service, Agricultural Extension, "Junior Leadership: To the Junior Leader" (1960). *SDSU Extension Circulars*. 619.
http://openprairie.sdstate.edu/extension_circ/619

This Circular is brought to you for free and open access by the SDSU Extension at Open PRAIRIE: Open Public Research Access Institutional Repository and Information Exchange. It has been accepted for inclusion in SDSU Extension Circulars by an authorized administrator of Open PRAIRIE: Open Public Research Access Institutional Repository and Information Exchange. For more information, please contact michael.biondo@sdstate.edu.



COOPERATIVE EXTENSION SERVICE South Dakota State College Brookings, South Dakota

JUNIOR LEADERSHIP:

To the Junior Leader

As a junior leader, you are accepting a great challenge. To be a junior leader is an honor, an opportunity, a responsibility, and a privilege. Serving as a junior leader will be valuable experience for you as it will help develop your leadership and citizenship qualities, give an opportunity to be of service to others, and offer a challenge to learn more about yourself and others.

Helping you with junior leadership will be your club leader. The two of you will plan and decide which activities you should do. Your leader is interested in your success and will help you. Discuss it with your leader.

ARE YOU READY FOR THE JOB?

If you want to become a junior leader, make your wishes known to the members of your 4-H club and your club leaders. They can help you make the decision because they will recognize your natural abilities. The members should be given a chance to accept you as their junior leader after the adult leaders have given their approval.

DO YOU MEET THE REQUIREMENTS?

Past experience has shown that you need certain basic qualifications before you are ready to accept the job of a 4-H junior leader. These qualifications are:

1. Be 14 years of age on or before January 1 of the current year.
2. Be enrolled in at least one project and one or more activities. Several years of work in the same project or activity will be to your advantage if your responsibility is in that project or activity.
3. Have had three or more years of successful experience as a club member.
4. Be an active 4-H member applying the belief of not only do as I say, but do as I am doing.

Before you think of your duties as a junior leader, stop and think through what sort of a person you have

By **Henrietta Gohring**, State 4-H Club Agent

to be to do a good job of junior leadership. Ask yourself these questions:

1. Do I enjoy working with and helping others, especially those younger than myself?
2. Do I represent what the 4-H's stand for? Have I learned to use my head for clearer thinking, my heart for greater loyalty, my hands for larger service, and my health for better living?
3. Do I know how to take suggestions from others?
4. Do I have the ability to plan my own work in advance?
5. Do I set an example through my own project and club activities for others to follow?
6. Am I well liked by others in my club? In everything I do am I cheerful and friendly, honest and unselfish? Do I use good judgment, and am I enthusiastic about my club work?

If you can answer "yes" to most of them and keep the others constantly in mind, the time will come when you can answer "yes" to all. This job of improving yourself may be your greatest gain from having worked as a junior leader—even more so than the help you have given to others in your club.

YOUR RELATIONSHIP TO ADULT LEADERS

The efforts put forth by your club leaders make it possible for many young people to share in the benefits of 4-H club work. With your help the leaders will be able to reach more young people. Those already in club work will have a chance to take part in more activities and do better project work. You will be working with adult leaders, parents, county extension agents, and your club members to strengthen club work in your community.

You are directly responsible to the adult leaders of the club regardless of what their function in the club may be. You will report to the adult leader what you are doing and for specific training in your responsibility. You will counsel with adult leaders before making major plans and decisions.

YOUR RELATIONSHIP TO CLUB MEMBERS

As a junior leader you will learn to get along with members in a different way than you have experienced before. You will want the members to like you, but now you have a standard to hold. You will have to have the support of the adult leaders and the club members. You are playing the role of the middle man. In this position you must be careful not to lose sight of your duties and privileges or abuse them.

If you are to be the junior leader of a certain project, then only members taking that project need be concerned with your selection. Your primary concern will be with their problems in this project.

YOUR JOB AS A JUNIOR LEADER

You can be a junior leader assigned to one or more 4-H projects. Help younger members in your club become familiar with the project by giving them the benefit of your past experience in that project, help them select that project, help in preparing the exhibit for showing and help in keeping their record book. You can be a junior leader in charge of one major activity in your club, or perhaps all of the activities. You can act as junior leader helping with club organization. Special events may be your responsibility.

Do the best job possible—don't waste time worrying over what should have or could have been done. Just remember the next time you have that same job responsibility and make your best better.

You and your adult leader will plan the specific responsibilities that will be yours. Your adult leader will also help you carry out the responsibility. If you have questions do not hesitate to ask your leader.

THE PROPER WAY TO DO A JOB

Whatever you do, there are certain steps that you must follow if you are to do a good job. The steps are as follows:

1. Make a plan. You should think about what you want to do, why you want to do it, when you want it done, where it is to be done, and how to do it. Put the plan in writing. It is your guide for the second step. Consult with your leader as to your plan.
2. Carry out the plan. You should have everything ready when the job begins. You may find it necessary to change your plans as the job progresses. Be prepared to change if the situation requires. Remember you will need cooperation from everyone to complete the job.
3. Evaluate the job. When you have finished, ask yourself "Could I have done a better job; if so, how?" Profit by the mistakes you have made by not making

the same mistake next time. Consult your leader for other ideas for improving the job next time.

WHERE YOU CAN RECEIVE HELP

The main sources of help are your adult leaders and parents, your local Extension Service, other junior 4-H leaders, and printed materials.

Your leader and your parents will help in planning the job, in giving suggestions as to how the job can best be done, and in evaluating the job. They can, also, help you learn where to get help that they are unable to give.

Your county and home agents can provide you with material about 4-H organization, demonstration, judging, exhibiting, project work, recreation, and many other topics. They have circulars and bulletins that you may have for your use. They can help you with your work and help you with problems pertaining to your work. Many local Extension Services conduct training sessions for junior leaders where you can receive help, information, and ideas. These sessions can be of great value to you. Every effort should be made to take part in them.

Other junior leaders can help you by telling you how they did a job. You can profit from what they have to say.

The *National 4-H News* is an excellent source of information and ideas. The *South Dakota 4-H Club Doings* will give information on a state level. Farm magazines have suggestions and ideas as do commercial company pamphlets.

Why not start a file of the reference material and bulletins that you have collected?

GUIDEPOSTS TO SUCCESSFUL LEADERSHIP

The progress in junior leadership is measured in part by a feeling of achievement and growth made by the members assisted. Junior leadership is not measured by articles made, crop yields, or animals owned. You will encounter success and disappointments in your work. This is to be expected.

1. First, understand yourself:

Realize your limitations. Be willing to make improvement.

You are aware that no 4-H member is perfect. You, like others, will have to continually work to develop the traits of character that are needed. This is not easy. Nothing of value is obtained without effort.

You need to acquire sufficient insight into yourself to know what you would like to alter and improve. This will require patience and persistence. One will need to be self-critical in bringing about any change.

2. Recognize and approve others:

Words of praise and encouragement are basic human needs.

You will need to recognize that each individual has certain abilities. Your task is to find out what these abilities are and then help to develop them. Give every member every opportunity to develop his interests and use his talents.

As a junior leader you will need to be generous in recognition of work well done. Experienced leaders have found that some members are more dependent than others upon recognition and approval. Nothing is more discouraging than being overlooked.

3. Develop with your job:

Learning is a continuous process.

Start with a few simple jobs. Gain confidence in yourself and demonstrate that you can do something well. You will need to increase your knowledge of different 4-H projects and of ways to teach others. You will need to attend training meetings and study project guides and published materials on leadership. Don't be disappointed if you as a leader do not always know the answers. Your job is to know where to find the answers.

4. Individuals are different:

People do not think and act the same.

Members who may be timid, bashful, or express themselves in many other ways give you as a junior leader a challenge. It is your job to determine why they act as they do.

Don't make the mistake of judging other individuals by your own particular background of experience. If you can forget yourself and learn to see through the eyes of the other person, progress can be made in developing members.

Just because you are a junior leader does not entitle you to "boss" people or do everything for them.

5. Guide—not drive:

A leader is not a boss.

A leader in the democratic process leads when and as far as the members want or are willing to go. A leader helps start things, then steps aside to watch, think, and guide when necessary.

Every member needs to feel he is valuable and worthy of recognition and each needs contributions from others.

6. Cooperation is essential:

Cooperation as a way of learning is superior to competition.

You as a junior leader should continually strive to use your program to stimulate superior achievement and bring satisfaction to those participating. When competition is created to the extent that jealousy, disappointment, or ill-feeling exists, you as a junior leader need to encourage a change in the emphasis of that program. Emphasize that things learned in the process of competing for awards are far greater than the awards themselves.

7. Be a member of the team:

Cooperation between parents and adult leaders is essential.

You as a junior leader are not to take over the club. You are a member of the team along with the adult leader. When you plan and work together at the beginning and throughout the year, greater cooperation can be expected from the members, parents, school, and community.

UNDERSTANDING YOUNGER MEMBERS

Much of your leadership work will be with club members nine to thirteen years of age. The common characteristics are given below. Remember not all boys and girls have the same characteristics at the same age.

1. Boys and girls of this age tend to belong to a group or gang. They tend to prefer boys' groups and girls' groups, rather than mixed groups.
2. Boys and girls of this age tend to accept direction and leadership unquestioningly.
3. Work for this age group needs to be entirely laid out and in small pieces.
4. Little leadership ability can be expected of this age group.
5. They like symbols and regalia.
6. They are very loyal to their home and community.
7. They are eager, enthusiastic, and easily motivated.
8. They are not too busy except at play.
9. They want to earn some spending money.
10. They are more satisfied in their homes and local communities and not so anxious to go places and do things as are boys and girls of junior leadership age.

KEEP A JUNIOR LEADERSHIP RECORD

Keep your record book up-to-date throughout the year. At the end of the club year, turn in your record to your leader for comments and approval.

Your completed junior leadership record will be helpful to you later when you fill out a 4-H standard report form or an application for college or a job. Most employers and college admission officers want to know about your leadership experiences.

STEPS IN DOING A JOB

1. What to do

2. How to do it

3. How can I do it better?