

# Creating Young Adaptable Leaders

IT IS NOT THE STRONGEST  
OF THE SPECIES THAT SURVIVES,  
NOR THE MOST INTELLIGENT.  
IT IS THE ONE THAT IS  
MOST ADAPTABLE TO CHANGE.

– CHARLES DARWIN

We want our young leaders to be able to embrace and adapt to challenges and change in the future. These ideas can be used as a guide to help you to support your young leaders to understand how to adapt their skills to include all young people and to be agile to change.

- Focus on Working together
  - Line up task to show that the leader is not the loudest person!
  - This helps to build communication skills and understanding of different needs. Allows for good team building and leadership skills to emerge.
  - 1- Get young people to line up according to their height
  - 2 - Get young people to line up according to their age but they are not allowed to speak but can gesture/sign.
  - 3 - Get young people to line up according to their house number but they cannot speak or sign or gesture.
- Learn to Fail Forward
  - Get the young people up come up with a definition for failure. Share some examples of how you have failed and how you have learnt from it.
  - Share some quotes on failure “A person who never made a mistake never tried anything new” Albert Einstein (for example).

- Give each young person a piece of paper and a pen. Ask them to divide the page into two columns – Flop and Flip.
- On the left side write Flop and under this write 5 of their failures (this will be kept private).
- Ask them to write Flip on the right column. In this column ask them to write down some things they learnt from that experience which helped them to flip the flop.
- Ask students to read out some of the things from the FLIP column about what they have learnt. They do not speak of the failures (FLOPS) or make any reference to the situation of failure, just what they have learnt.
- Tear the page in half and allow them to bin their failures (Flops). They only need to keep the learning from these experiences but not hold onto the failure. They have successfully flipped their flops.
- Build Resilience
  - This helps young people to deal with adversity and allows people to cope with change by looking at it in a more positive way.
  - A good game for this is Musical Chairs – an ‘oldie but a goldie’ as it teaches young people that they may be left out sometimes and may not always win – and that is ok!
  - It is important to look at our emotions attached to this activity. Whatever emotions we feel when we don’t win or feel left out are ok and we must acknowledge those emotions and assess why we feel them and if we would feel differently if and when it happens again.
- Promote Ownership
  - [The Story of Everybody, Somebody, Anybody and Nobody](#)
  - Show this video and then ask the young people what they think 'ownership' or 'taking ownership' is?
  - Explore if there are any barriers to young people taking ownership.
  - Why do they think some people are reluctant to take ownership?

- Give some examples of where ownership could have been taken and some scenarios of when it hasn't and what could be learnt from that.
- Stop the Blame Game: What can you change these blame statements to so you take ownership? Come up with some blame statements and how you can change these to take ownership.

Blame	Change to.....
Sorry I'm late; my bus was late.	Sorry I should have gotten an earlier bus.
We didn't win the game because the referee was rubbish and the other team cheated.	We can't control the outcome of the game – we can only control our own behaviour. What happened that the referee gave so many yellow cards?
I have to do my homework because my teacher says.	Your homework will help extend your learning and the teacher is there to help you learn.

- Continuous Journey – always learning
  - It is important to showcase the importance of a growth mindset in relation to adaptability. [Growth Mindset](#)
  - Change will always happen, and we must be curious to grow with that change so that we can adapt our practises to better align with new situations.
  - This quiz can be used to show where your mindset sits in terms of fixed or growth mindset. [Mindset Quiz](#)