



**Tricks of the Trade** provide you with perspectives to help you work effectively with youth, peers, and those you supervise.

Accountability is an essential program ingredient. There is a straightforward formula for accountability. Begin by co-creating a set of agreements and clear expectations. Monitor the end results you are getting. If people are holding themselves responsible for the agreements they made, celebrate. If not, and they are unable to hold themselves accountable for the agreements they made, you will need to clarify expectations and exercise positional power if you have any.

As part of your interview for prospective staff ask them to complete an interest survey. Part of your selection process can be based on the skills and interests of the staff you are hiring. Check in with youth each time you have a staff opening so you will have an idea of what the youth are interested in and what you are looking for.

Ask yourself, "What is the most effective action to take in each situation?" Check in with yourself to be sure the steps you are taking are in the best interest of the youth you are working with. This is the litmus test for making good decisions.