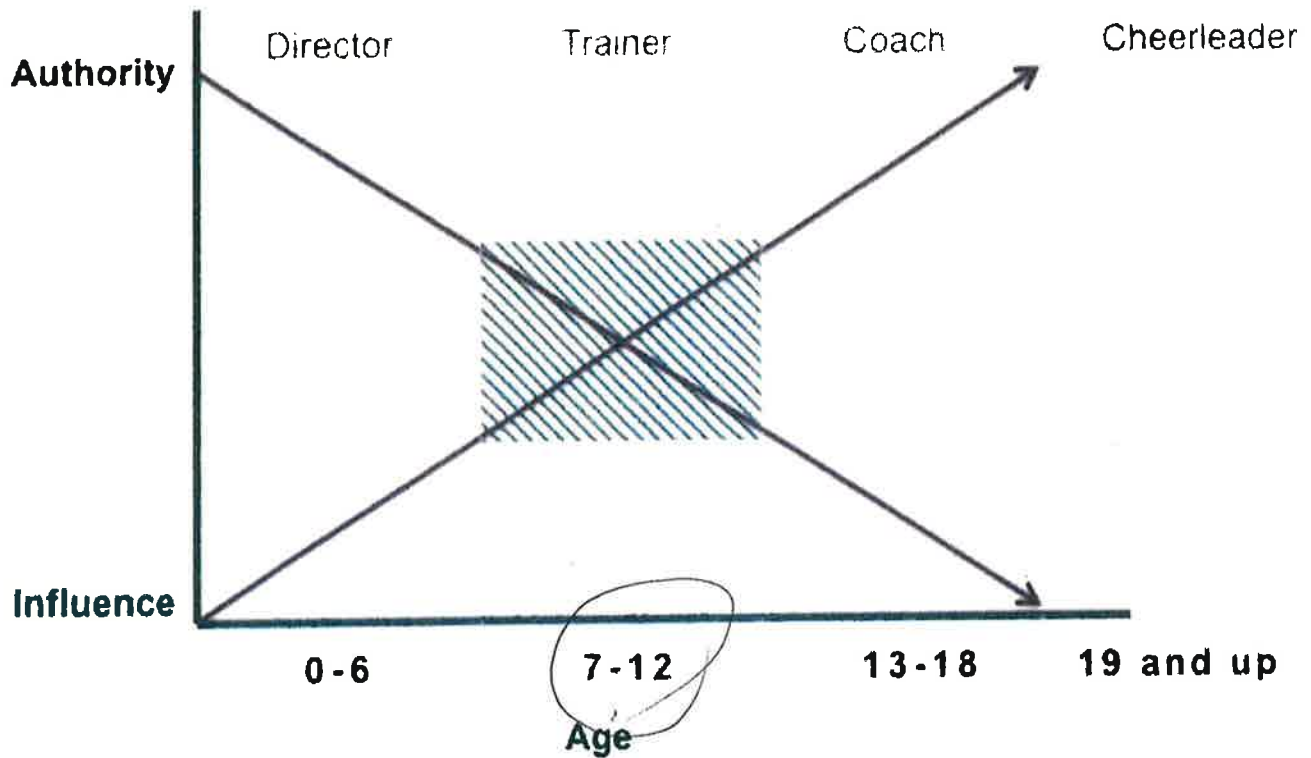


Authority vs Influence



0 to 6

Be a Director:

Be clear and simple in your instruction. Help them to do it well (Authority and Structure)

7 to 12 Be a Trainer:

Tell them and then show them. Be hands on. They are cognitive now.

13 to 18

Be a Coach:

They are working out autonomy, identity and affiliation. Don't run the play for them but be there and be aware giving directional wisdom from the sidelines.

19 and up

Be a cheerleader:

Encourage them. Let them rise and fall on their own decisions. Be there to process them.