From my past relations developing rapport with anyone in general comes from a combination of chemistry and time. How well do we relate to life's joys and hardships and manage those experiences similarly. When managing individual participants, the relationship can never be forced (it's not our job to force help, it's to prove and demonstrate that there are people willing to take the time to help) some participants will connect with you better than others, particular youth you cannot connect with simply and respectfully direct them to a resource that may better suite towards them.

✔ **BE ON TIME** – Arrive early for the youth – Be last to leave (be the example of seeing something through from start to finish.

✔ **BE THE EXAMPLE** – (Subjective) - How to dress, how to speak, when its play time (joke, play games, be youthful), when it's time to work, giving them real life examples in action to demonstrate experience.

✔ **BE THE ANSWER** – Be there solution the best you can (but always make them accountable) responsibility lies with them.

✔ **BE AVAILABLE** – reminding them and showing, that you are available when they need assistance and not to be afraid to reach out and ask.

✔ **BE HUMBLE** – this one factor can increase a youth's participation, encourage social interactions, reinforces positive learning and minimize their overall anxiety.

Courtney Wickliffe – Support Specialist

We did a really good job of conducting one-on-one interviews with our participants, where we would provide them with their Individual development plan (IDP) and ask that they complete them to the best of their ability. We would then review them with the IDP and ask motivational interviewing questions to figure out what they may be experiencing, are in need of, and then generate a path for them to achieve their goals. The questions we choose are open-ended. We also discuss with the participants how they are feeling, provide the participants with resources and point of contacts to resources, if they are too ashamed to say they may need it.

Denise Ayon - Case Manager

Building trust and rapport with the youth can be challenging, but I have found that when having a conversation/meeting, keeping somewhat of a poker face is very beneficial. Face gestures and expressions can give the Youth the impression that you disapprove or are judging what they are
telling you. I have also found helpful that knowing all the participants names and remembering small things that they tell you about their lives outside of YouthBuild and recalling those events in conversations, allow the Youth to feel that you genuinely care and are interesting in their success.

Wilson Ramos - Director

In summary, CPLC YouthBuild Las Vegas AmeriCorps understands the importance of a diverse approach to service. Our staff is composed of individuals that not only have a heart to serve, but a diverse outlook on how service is translated to our young people. This is inclusive of alternative outlooks, cultures, techniques and backgrounds that composes the various elements of CPLC YouthBuild programming. Empowering staff to develop their personalized approach to the overall goal of service to our young people gives a strong sense of ownership and outlook for the various needs our young people have. We cannot teach passion, we simply exhibit the various ways passion is translated, stimulating the actions/minds of our young people to adopt a form of exhibiting passion themselves.