

EXERCISE 4: THE TEAM CHALLENGE

Source Packets

Fictional PAL source material for the August 5 working session. Three teams, three missions, one rule: if it is not in your packet, it does not exist.

Team Alpha

Fall Family Field Day

Team Bravo

The \$20,000 Grant

Team Charlie

Next Wednesday's Session

Lesson 4: Accountability

Youth Leadership Program curriculum outline. Ages 12 to 16. Sessions run Wednesdays, 6:00 to 7:00 PM.

Big idea

Accountability means owning your choices and their outcomes, before anyone asks. Leaders do not wait to get caught; they raise their own hand first.

Key teaching points

- **Ownership vs. excuses.** An excuse explains why something is not your fault. Ownership asks what you will do next. Same event, two different people.
- **The mirror test.** When something goes wrong, the first look is in the mirror, not out the window. What was my part in this?
- **Accountability is a gift to your team.** When you own your piece, you make it safe for everyone else to own theirs. Blame spreads. So does ownership.
- **Small reps build big trust.** Being on time, doing what you said, admitting a miss early: accountability is built in small, boring, repeated moments.

Discussion anchors from the curriculum

- Tell about a time you blamed someone for something that was partly on you. What would ownership have looked like?
- Who is someone you trust completely? How did they earn it?
- What is one thing in your life right now that needs you to raise your hand first?

Behavioral goal for the week

Each youth leaves with one specific commitment they own, stated out loud to their small group, and checked at the start of next session.

Transcript Excerpt: Last Week's Session

Lesson 3: Choices. Recorded Wednesday session, names changed. Excerpt from the group discussion segment.

Coach: Alright, real talk. Somebody give me a choice you made this week that you knew was a choice while you were making it.

Marcus (15): I almost didn't come tonight. My boys were going to the courts and I was already walking that way. Then I was like, I said I'd be here. So I came.

Coach: What made you turn around?

Marcus: I don't know. I guess I didn't want to be the dude who says stuff and doesn't show.

Deja (13): That's like what you said last week though. Nobody makes you do nothing. Even when my mom tells me to do something, doing it with attitude or doing it right, that part's still mine.

Coach: Say more about that.

Deja: Like, I can't always pick what happens. I can pick who I'm being when it happens.

Coach: Jaylen, you've been quiet. What do you think, is that real or is that a poster?

Jaylen (14): It's real but it's hard. Everybody says make good choices. Nobody says what to do when the good choice makes your friends clown you.

Coach: That might be the realest thing said in this room all month. Hold that thought, because next week we're talking about accountability, and that is exactly where it lives. When the choice costs you something, who do you answer to?

Sofia (12): Yourself.

Coach: Yourself first. And this group. That's what we're building here. Alright, commitments before we break. One thing you own this week...

Why your team has this

Your session plan should connect to what these kids actually said. Jaylen's question about good choices costing you with friends is a straight line into accountability. A generic session plan ignores the room. A great one answers it.