The First Tee: A Developmental Approach to Mentoring and Youth Development
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What is The First Tee?
Mission

To impact the lives of young people by providing educational programs that build character, instill life-enhancing values and promote healthy choices through the game of golf
The First Tee is a Youth Development Organization.
# The First Tee Programs: Reaching Children in all Contexts

<table>
<thead>
<tr>
<th>Delivery Channel</th>
<th>What</th>
<th>Where</th>
<th>Who</th>
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<tr>
<td>Chapters</td>
<td>Life Skills Experience</td>
<td>Golf Facilities</td>
<td>Coaches</td>
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<td>Elementary Schools</td>
<td>National School Program</td>
<td>Physical Education Classes</td>
<td>Physical Educators</td>
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<tr>
<td>Youth Service Organizations</td>
<td>DRIVE</td>
<td>Sport Courts/Fields</td>
<td>Youth Program Instructors</td>
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The First Tee Nine Core Values™ have been incorporated into The First Tee Life Skills Experience, The First Tee National School Program and The First Tee DRIVE

<table>
<thead>
<tr>
<th>Respect</th>
<th>Honesty</th>
<th>Judgment</th>
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<tbody>
<tr>
<td>Courtesy</td>
<td>Sportsmanship</td>
<td>Perseverance</td>
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<td>Responsibility</td>
<td>Confidence</td>
<td>Integrity</td>
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The First Tee Nine Healthy Habits

Similar to the Nine Core Values, The First Tee Nine Healthy Habits are being utilized as part of The First Tee Life Skills Experience and the National School Program.

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<th>Energy</th>
<th>Vision</th>
<th>Friends</th>
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<tbody>
<tr>
<td>Play</td>
<td>Mind</td>
<td>School</td>
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<tr>
<td>Safety</td>
<td>Family</td>
<td>Community</td>
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The First Tee Mentoring Program
The First Tee Mentor is a person who models The First Tee Nine Core Values and strives to foster positive youth development by using The First Tee Coach philosophy and building blocks to establish a supportive and mutually beneficial relationship with a participant of The First Tee.
The First Tee Mentor: Some Assumptions

- Mentoring is only as effective as the quality of the relationships that are formed between mentors and mentees.
- The First Tee’s educational programs and philosophy of youth development provide an optimal foundation for effective mentoring.
- Effective mentoring requires an unwavering belief in human potential.
- Mentoring for positive youth development focuses on assets and not deficits.
- Mentoring is a mutually regulated experience where both mentor and mentee learn about themselves and the other person.
- Successful mentoring relationships require reflection, self-disclosure, and an openness to giving and receiving feedback.
How do you build a strong mentor training program?

- Have a clear philosophy of youth development
- Promote self-awareness
- Provide training in HOW to deliver the program in a manner that fosters youth development
The First Tee Philosophy for Positive Youth Development
A Framework for Positive Youth Development

- Activities must be voluntary, challenging and intrinsically motivating (Flow)
- Activities require commitment over time
- Participants have a valued place within a constructive group
- Clear rules, rewards and boundaries
A Framework for Positive Youth Development

- Close relationship with a caring adult mentor
- Appropriate involvement of parents and parental monitoring
- Structured activities that provide opportunities to learn about oneself and experiences being an external asset to others
A Framework for Positive Youth Development

- Participants develop planning, social and problem-solving skills
- Participants gain feedback about themselves that helps them hope and plan for the future
- Participants have opportunities to practice and gain confidence in their abilities to use their skills in non-sport settings

External Assets
Internal Assets
Context
A Framework for Positive Youth Development

Context

External Assets

Internal Assets

Positive Youth Development
The First Tee Coach Training
Building Blocks
The First Tee Coach Building Blocks

Activity-Based  Mastery-Driven  Empower Youth  Continuous Learning
Building Block Strategies

Activity-Based

- Doing vs. Telling
- Fun & Seamless
Building Block Strategies

Mastery-Driven

Intention = Attention

Balance Process & Outcome
Building Block Strategies

Empower Youth

- Youth Centered
- Relationship Focused
Building Block Strategies

Continuous Learning

Good Better How

Coachable Moments
The First Tee Believes…
Mentors are:

- Empathetic
- Non-stop Advocates
- Trustworthy
- Optimistic
- Role Models
- Set High Expectations
Moving From an Instrumental to a Developmental Approach to Mentoring
Challenges to Effective Mentoring

- Time commitment required
- Training and supervision challenges
- Recruitment of qualified mentors
- Child safety and other legal concerns
- Financial and other roadblocks
A Developmental Approach

This new approach allows The First Tee chapters to offer elements of mentoring to their participants and provides a framework to recruit adults as role models in hopes of attracting them to become more involved with participants as Go-to-Team members or mentors.

This developmental approach is based on the belief that the impact of mentoring on youth development is a factor of the interrelationship among three processes:

- Enhanced cognitive functioning as a result of instruction, conversations and information sharing
- Clearer sense of future directions through role modeling and advocacy
- Better social interactions and emotional health as a result of quality relationships with a caring adults
The First Tee Mentor

Understands how to build quality relationships with young people and the dynamics of the mentor/mentee relationship. Has consistent one on one contact with a mentee over time.

Go-To Team Member

Understands how to build quality relationships with young people and provides various types of support such as emotional and informational. Has multiple interactions with a young person, most likely in a group setting.

Role Model

Understands how to create a positive learning environment for young people and provides information to them. Has one time or sporadic contact with a group of young people.

Role Models Inspire by Informing. Go-To Team Members Influence by Engaging and Supporting. The First Tee Mentors Impact by Empowering.
Role Models

• Understand how to create a positive learning environment for young people and provide information to them.

• Has one time or sporadic contact with a group of young people.

• At this introductory tier, the relationship between mentor and mentee(s) is strictly informational based, where mentors share their knowledge and expertise with the mentee(s).
Go-To-Team Members

• Understand how to build quality relationships with young people and provide various types of support such as emotional and informational.

• Has multiple interactions with a young person, most likely in a group setting.

• At this tier, there is still a transfer of information from Mentor to Mentee(s). However, the increased contact provides greater opportunities for relationships to begin to form.
The First Tee Mentor

• Understands how to build quality relationships with young people and the dynamics of the Mentor/Mentee relationship.

• Has consistent one on one contact with a mentee over time.

• At this top tier, the focus is on building a mutually-beneficial relationship between the Mentor and Mentee.
QUESTIONS?
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