JOLT (Journey: Opportunities for Leaders of Tomorrow) is a state 4-H Leadership Camp for teenagers. JOLT is held the second week of June in Heber, AZ at Camp Shadow Pines. This year’s JOLT Camp was held June 6-10th. The JOLT planning team consists of 10 youth staff and 4 adult staff members who equally work together in a youth-adult partnership (YAP) to plan the five-day camp. Beginning in the fall, JOLT staff meets over the course of two in-person retreats in Dewey, AZ and monthly conference calls leading up to camp.

2016, JOLT had a total of 114 participants, which included 10 chaperones, staff, and 104 youth. This JOLT survey had 107 respondents. Seventy-five per cent of the respondents were female and 25% were male. The average of respondents was 14 years old, with the highest percentage of respondents 16 years old at 26.5%. Seven respondents were over the age of 19 and represented our chaperone population at camp. Respondents represented 10 out of the 15 counties in Arizona and a delegation from New Mexico. The largest percentage of respondents came from Maricopa County (26%), Coconino (17%), and Pima County (13%).

When the respondents were asked what youth activities they were involved in, 25.5% said only the 4-H program, 59.5% indicated 4-H plus other youth programs and 10.6% other than 4-H.

The SurveyMonkey system was used to assess life skills learned in the program. The instrument uses a retrospective pretest/posttest and was administered during the last day of camp. One hundred-seventy of the 114 participants registered for the program were in attendance at the last day camp and completed the evaluation form for a response rate of 91%. Only nine of 94 respondents were only involved in activities that did not include 4-H. The 94 respondents listed participation in 4-H or 4-H along with extracurricular activities.

As measured by the selected delivery method, respondents made gains in the ability to trust others, leadership skills and abilities, ability to make new friends, adapt to new situations, participate in new activities and challenges, ability to logically solve problems in a group, and accomplish new tasks. The respondents’ ability to trust others experienced the biggest average increase of 55% after attending JOLT. Leadership skills and abilities increased by 37% after attending JOLT. The third largest average increase area was in the ability to participate in new activities and challenges at 34%. The next largest increase was experienced in respondents’ ability to make new friends at 32%. Lastly, the following areas experienced significant increases as well:
• Ability to logically solve problems in a group at 28%
• Ability to accomplish new tasks at 27%
• Ability to adapt to new situations at 20%

From this information, we find JOLT is helping youth and adult chaperones to trust others, develop leadership skills and abilities, participate in new activities and challenges, and make new friends (networking).

A word blurb generator, Tagul, was used to determine the answer for the question: “List 3 Essentials in Developing Trust”. The bigger words are the most frequently used answer and the smaller words were least frequently used. Participants said leaders need to have honesty, support, and the ability to communicate in order to trust. Participants also said leaders need to be kind, responsible, and reliable.
When asked to “List 3 Qualities of a Good Leader”, majority of respondents said a good leader needs to listen, have honesty, and communication. Participants also said good leaders need to be trustworthy/have trust, have character, and be responsible.

While at JOLT, participants attend workshops related to leadership, communication, and topics to help them become better, more prepared leaders in the future. The evaluation measured changes in the participants after attending these workshops. Over 98% of the respondents said they felt inspired by Adam Brooks’ workshop, “Using Your Brain for Change.” The participants were given an opportunity to write down comments about each workshop. For the Adam Brooks’ workshop, participants said:

- “He made me realize that I can be myself and always be kind no matter what the situation.”
- “I felt inspired to trust other more with what is actually going on in life.”
- “He said it’s normal to say ‘I don’t know,’ which hit home with me.”
• “I’m inspired to get out of my shell and love myself more for who I am.”
• “It made me realize that I have the ability to change my situations.”

For the “Making a Difference One Click at a Time” social media workshop, participants said something new they learned is:

• “I was taught to be more aware of what I upload.”
• “I learned I need to think more about what I post on social media.”
• “Social media can be used for good.”
• “What you post reflects your character.”
• “I learned what the correct way to use social media was and how to use it in a good way.”
• “About how to build yourselves through social websites.”

For the “Treasuring Your Strengths” workshop, participants said something they learned about themselves is:

• “I should follow my dreams.”
• “That you can treasure your character.”
• “I learned that my strengths are larger than I originally thought.”
• “You need help from others to get through life.”
• “I learned how to handle plans and lows in life and how to handle situations with different opinions.”
• “To use my talents and strengths to encourage and help others.”
• “I learned that using my strengths can help others discover theirs.”
• “I really examined myself and thought about my character strengths.”
• “That to achieve/reach your goals, you’re going to need help from others, and you should help others reach their dream.”
• “Everyone has some unique characteristic that helps everyone around them as well as themselves.”

The evaluation also measured changes in teamwork, decision-making, group leadership, problem-solving and reflection, and accepting differences. Results indicated participants did make gains in group leadership, problem-solving, and decision-making. The greatest gain on the self-specified indicators occurred in the area of accepting differences in opinions with a 49% average increase. The second greatest average gain was in the area of being a good group leader at 45%. In the area of contribution to group success, an increase of 43% occurred. Both areas of decision-making skills experienced a 43% increase as well. The areas of problem-
solving and reflection experienced a 38% average increase in knowledge. Finally, being a team-player increased by 37%.

Finally, we asked the youth open-ended questions about what JOLT 2016 meant to them and what would make JOLT 2017 GREAT. JOLT 2016 meant to respondents, what they learned and what they would like to see next year:

- “It’s already amazing. The community environment here is the best part.”
- “Have another great keynote speaker like Adam Brooks.”
- “To continue growing and building.”
- “There are many different aspects of leadership and there are places where there is no judgment.”
- “More challenges that force everyone to work together.”
- “Challenges, workshops, and IC’s taught us how to work as a team and leadership roles.”
- “I realized a good leader doesn’t necessarily mean that you’re the loud one that tells everyone what to do.”
- “Working with my group and becoming a team taught me that sometimes you have to back down and let others take the wheel.”
- “I learned to trust and let go of things that don’t matter.”
- “I’ve become more of a person that doesn’t just lead but gives other people the chance to lead.”
- “I learned how to better communicate with others even complete strangers and find a good way to solve problems together.”
- “I got pushed to be a better leader and was surrounded by love.”
- “I expanded my comfort zone.”

Respondents were asked, “Between Monday and Thursday, what skill led to your successes on Wednesday during the Challenges?” They answered:

- “Trust building and time with other challenge groups helped us work as a team efficiently.”
- “Communication with my team members.”
- “To trust and to be helpful and caring.”
- “To be clear in directions and communication.”
- “Don’t be afraid to ask for help. It doesn’t make you a bad leader.”
- “Learning everyone’s strengths and weaknesses.”
- “Trust building and teamwork.”
“During the challenges, the skills of logically thinking and communicating.”
“Trust, listening, speaking, participating.”

Overall, the 2016 JOLT State 4-H Teen Leadership camp was a success. In the selected delivery report, youth were found to have made increases in life skills from pretest to posttest. Youth also increased their ability to step out of their comfort zone to try new activities and meet new people. We look forward to next year and hope for even more increased knowledge in life skills. To sum up the JOLT experience, one respondent said they would tell another teen to come to JOLT because “you’ll learn to become someone you never thought you could be.”

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