

## **Search Institute's Developmental Relationships Framework**

This framework of developmental relationships identifies five strategies supported by a total of 20 actions that contribute to young people being on track to thrive. Each action is bidirectional, with each person being influenced by and influencing the other person. For the purpose of clarity, however, the framework is expressed below from the perspective of one young person in a developmental relationship.

**Express CARE:** Show that you like me and want the best for me.

- **Listen**—Pay attention when you are with me.
- **Be Warm**—Let me know that you like being with me and express positive feelings toward me.
- **Invest**—Commit time and energy to doing things for and with me.
- **Show Interest**—Make it a priority to understand who I am and what I care about.
- **Be Dependable**—Be someone I can count on and trust.

**CHALLENGE Growth:** Insist that I try to continuously improve.

- **Inspire**—Help me see future possibilities for myself.
- **Expect**—Make it clear that you want me to live up to my potential.
- **Stretch**—Recognize my thoughts and abilities while also pushing me to go a bit further.
- **Limit**—Hold me accountable for appropriate boundaries and rules.

**Provide SUPPORT:** Help me complete tasks and achieve goals.

- **Encourage**—Praise my efforts and achievements.
- **Guide**—Provide practical assistance and feedback to help me learn.
- **Model**—Be an example I can learn from and admire.
- **Advocate**—Stand up for me when I need it.

**Share POWER:** Hear my voice and let me share in making decisions.

- **Respect**—Take me seriously and treat me fairly.
- **Negotiate**—Give me a voice in making decisions that affect me.
- **Respond**—Understand and adjust to my needs, interests, and abilities.
- **Collaborate**—Work with me to accomplish goals and solve problems.

**Expand POSSIBILITIES:** Expand my horizons and connect me to opportunities.

- **Explore**—Expose me to new ideas, experiences, and places.
- **Connect**—Introduce me to people who can help me grow.
- **Navigate**—Help me work through barriers that could stop me from achieving my goals.