



The Growing Leaders Initiative

Frequently Asked Questions

What is The Growing Leaders Initiative?

[The Growing Leaders Initiative](#) (TGLI) is the philanthropic arm to [Growing Leaders](#), a non-profit in Atlanta seeking to equip young adults with the skills they need to succeed in real life, through a system we call [Habitudes®](#). *Habitudes* are simply images that form leadership habits and attitudes. The images are used to spark conversations and experiences that lead to leadership development.

What are Habitudes?

Habitudes are simply images that form leadership habits and attitudes. Each *Habitude* image introduces students to powerful leadership principles rooted in real life, sparking conversations with facilitators that lead to memorable experiences. These unique discussions are a part of an ongoing process that builds leadership habits and attitudes.

What is the purpose of Habitudes?

Habitudes uses stories, images and experiences that teach young adults valuable perspectives and leadership habits, helping them:

- Break out of the herd mentality to influence others in positive ways.
- Take initiative and set the pace for the people around them.
- Overcome complex problems through creative persistence.
- Capitalize on personal strengths to be career-ready upon graduation.
- Develop critical thinking skills that produce better life choices, such as choosing healthy friends, improving study habits and setting meaningful goals.

Habitudes Platforms?

Habitudes comes in the form of both physical and digital resources.

Our digital resource is called HabitudesOnline. HabitudesOnline hosts all of the necessary teaching material for a facilitator to be successful. This includes Facilitator Guides providing a lesson plan for each Habitude image, teaching slide decks, and video series of Dr. Tim Elmore teaching the Habitude lesson.

Physical resources include student workbooks and poster sets of each image. The student workbook is a tangible resource for students to engage in a Habitudes lesson.

Habitudes Courses & Implementation:

Please visit the Growing Leaders website to explore all Habitudes Course options. While a partner can choose a Habitudes course, The Growing Leaders Initiative primarily grants the following courses:

- *Habitudes for Self-Leadership: The Art of Leading Yourself*
- *Habitudes for the Journey: The Art of Navigating Transitions*
- *Habitudes for Social-Emotional Learning*
- *Habitudes for Building Student Leaders*

Middle Schools and High Schools:

Many partners implement Habitudes in their advisement class. Most schools have an advisement period for about 30 minutes every day and dedicate one day every other week to a Habitudes lesson.

After School Programs and Organizations:

Implementation with after school programs and organization are more flexible. This is dependent on the existing structure and programming of the organization. Traditionally, organization host a Habitudes conversation about once every two weeks for about 45 minutes.

*Individual consulting for best implementation will be provided by the Programs Coordinator over an initial orientation phone call upon approval.

What does The Growing Leaders Initiative Grant Include?

Our grant comes in the form of Habitudes training and resources. We are invested in ensuring that the teachers and facilitators of Habitudes feel equipped to host Habitudes conversations and experiences. Therefore, the grant covers on-site training for all teachers who will be facilitating Habitudes. This is a 2 hour training where two members of the TGLI team will share best practices for successful Habitudes lessons.

Once a training is conducted, a school or organization will receive access to their Habitudes resources, both the digital platform and physical resources (if applicable).

Who qualifies for a Habitudes grant?

The Growing Leaders Initiative exists to provide our leadership development training and Habitudes resources to schools and organizations reaching students in underserved environments. We determine “underserved” by assessing if the young people are living in poverty, low-income communities, or facing any physical, behavioral, or situational limitations. Specifically, schools must have 70% or more students receiving free/reduced lunch to qualify for the grant.

Examples of current partners:

- Title I Public Middle and High Schools
- Transitional living homes for young adults who have aged out of foster care.
- After School Programs

What are the requirements of the grant?

Once a grant is approved, a school or organization will be required to meet the following to be eligible for grant renewal:

- All students complete pre-Habitudes survey
- All teachers complete pre-Habitudes survey

- Complete four quarterly reports including photos, videos and student quotes
- Record one Habitudes lesson for Program Coordinator to review and provide feedback.
- All students complete post-Habitudes survey
- All teachers complete post-Habitudes survey

How is a grant approved?

All grant applications are reviewed by The Growing Leaders Initiative Board of Directors. Approval is based on mission alignment, program structure and scope, financial need and current financial standing of The Growing Leaders Initiative.

Traditionally two to four weeks is needed to process an application. Applicants will be notified of status by the Programs Coordinator.

How do you measure Habitudes effectiveness?

The Growing Leaders Initiative measure program effectiveness through quarterly reports, teacher/facilitator surveys and student surveys.

The student survey measures Social-Emotional Learning (SEL) through a partner organization, Panorama. The Panorama Student Survey was developed through a rigorous survey design process, which included: literature reviews, cognitive interviews with students, expert feedback, piloting, and continued refinement.

The Panorama Student Survey has been used by 1+ million students in schools and districts nationwide and was developed by researchers at the Harvard Graduate School of Education and Panorama Education.

Research shows that investment in SEL has led to 11% gains in academics, improved classroom behavior, better stress management, and provided an 11:1 total ROI.

The Panorama Student Survey consists of 5 SEL scales; Grit, Growth Mindset, Self-Efficacy, Self-Management, and Social Awareness.

Result will be made available to partners upon completion of all grant requirements including all student surveys.

What is the timeline of a grant?

The grant is valid for one year upon which the program will be assessed and will either qualify for renewal or cease access to resources if requirements are not met.

If approved, do I need to re-apply?

A school or organization does not need to re-apply for a grant IF all grant requirements are met.

If requirements are NOT met The Growing Leaders Initiative reserves the right to cease future grants.

Current grant recipients will be asked to complete a short grant renewal form.

Does the application close?

The Growing Leader Initiative accepts applications year-round. However, program implementation starts twice a year. A Program can launch with an on-site training from June-August or December-January.

For example, a school or organization can apply in October, but the Habitudes program will not start until January.

How long does it take to teach a Habitude?

We recommend you take no less than 30 minutes to discuss each Habitude. Most groups find that about 45 minutes to an hour is a good time frame to teach one image. During that segment of time, the instructor introduces a problem, unveils the image that addresses the problem, summarizes the principle and then launches a conversation about it. In the end, the students should talk as much as the instructor, who should see his or her role as the opener and closer of the discussion.

How have the most successful schools launched the Habitudes program? What did they do to prepare the teachers and students to begin?

The schools that are most successful with the Habitudes program are ones who have been successful in communication with the teachers and staff who will be leading the program. We have found that the level of success is directly related to the level of buy in from the staff. We recommend meeting with the teachers to clearly communicate the heart behind the program and the goal for the school. Then, we recommend if possible, to kick off the program with the students with an event. Whether it be an assembly, marketing throughout the school, etc, the goal is to get the students and teachers excited to learn. Attitude is everything.

What are the biggest mistakes educators make when teaching this material, and how can I avoid them?

The biggest mistakes instructors make when teaching Habitudes revolves around reverting back to an old-fashioned way of teaching: the lecture. Habitudes were not designed to be used for a talk or speech. Our leadership curriculum is designed to spark discussion and discovery of a truth or principle. A second mistake occurs when Habitudes are taught to a large audience, and there is no opportunity to allow the audience to weigh in and respond. In other words—they are taught in a big group with no small group interaction. Finally, a third mistake occurs when the instructor attempts to cover too many at one time. Habitudes are best learned when one image is introduced and digested over a week or more. They work like eating food. We can't eat one meal in January and hope it will hold us over the entire year. We eat on a daily basis, and digest food.