







Engagement Ladder

LEVEL 1 Disengagement

Sit out & ignore activity Encourage disputes Walk out Make negative

comments

Destroy/damage

facilities

LEVEL 2 Curiosity

Watch activity Dip in and out Listen to staff and peers Comment on activity Talk to others about activities

LEVEL 3 **Involvement**

Join in with others Respond to instruction Enjoy good relationships Share facilities Handle conflict with maturity Try on own

LEVEL 4 Achievement

Complete tasks Communicate with staff outside the activity Celebrate work publicly Make connection: beyond project Attend regularly Receive accreditation & gain qualifications

LEVEL 5 **Autonomy**

Initiate tasks

Help plan and run activities

Praise work of others

> Deal with conflict

Volunteer

Make 'career' choices

Employment