




ANNEX L: Essential Characteristics of Supervisors

This annex is referenced in the [Community-Based Services and Outreach Platforms](#) section of Chapter 6: ASRH Services & Interventions. International Planned Parenthood Federation (IPPF) outlines the essential characteristics of supervisors for mentoring youth. Equally important to recruiting the right supervisors is also making sure organizations are implementing appropriate child safeguarding policies and measures, as well as other provisions to guarantee the safety and protection of adolescents.

 Knowledge/experience on the following issues/areas	 Skills needed in the following areas	 Attitudes to address/nurture
<ul style="list-style-type: none">• Quality services• Young people’s needs• SRH issues• Gender issues• Rights-based approaches	<ul style="list-style-type: none">• Program development• Inspiring young people• Coaching/mentoring skills• Creativity—thinking outside the box• Sense of humor• Ability to work with youth from different cultural, socioeconomic and ethnic backgrounds and from different sexual orientations• Excellent communication and facilitation skills	<ul style="list-style-type: none">• Proactiveness, positive attitude• Respect for young people• Non-judgmental attitude• Commitment to the program’s goals and objectives

Source: [Included Involved Inspired: A Framework for Youth Peer Education Programmes](#) (IPPF, 2007).