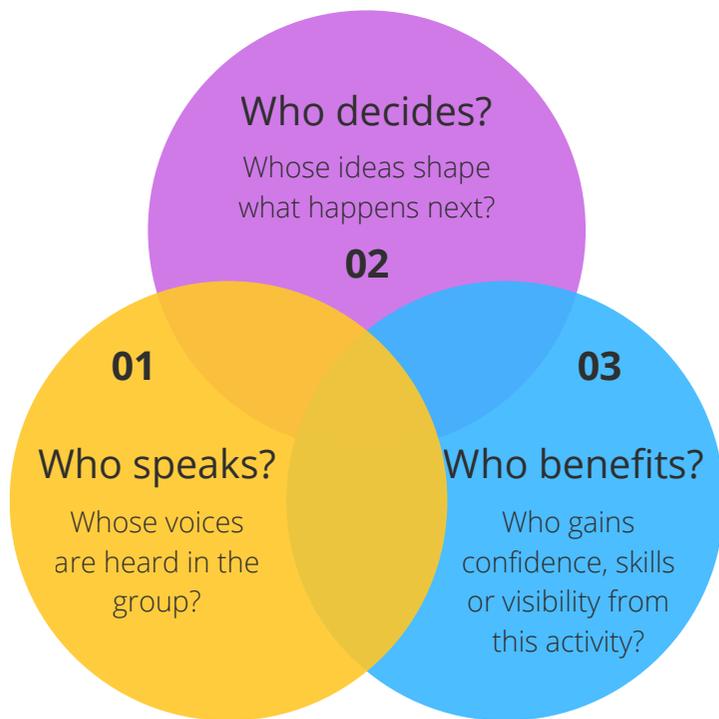


# Observing Voice and Influence in Group Work

*A practical observation tool for youth workers to map who speaks, who decides, and who gains confidence during group activities.*



**01**

*Who speaks without being invited?  
Who speaks only when encouraged?  
Who prepares ideas but stays quiet?  
Who is interrupted and who is not?*

☛ **Voice is often shaped by social expectations, not ability**

**02**

*Whose suggestions become group decisions?  
Who naturally takes coordination or leadership roles?  
Who is trusted to “handle important parts”?  
Who influences direction without speaking much?*

☛ **Decision-making habits form early and follow young people into education and work.**

**03**

*Who leaves feeling more capable?  
Who gains experience that can be built on?  
Who is encouraged to take the next step?  
Who remains helpful but unnoticed?*

☛ **Small advantages accumulate into long-term opportunities.**

This tool supports youth workers in recognising and responding to participation and decision-making patterns that often go unnoticed during group activities. By observing who speaks, who influences decisions, and who gains visibility, youth workers can intervene in small but meaningful ways — for example, by inviting girls into visible roles before confidence is fully formed, rotating responsibilities, or gently slowing dominant dynamics. Used consistently, this approach shifts the focus from outcomes to participation and learning, helping girls build experience, agency, and confidence that supports their future education and professional pathways.