

# The Youth You Supervise

Leaders in industry generally recognize the importance of good supervision in increasing production and in improving the morale of the work force. One aspect of supervision that has not received as much attention as it deserves is the importance of good supervision to the young worker specifically.

**H**IS future attitudes toward work and employers, as well as his work habits, depend in a large measure on the introduction to work as he experiences it in his first working years. Those working with older workers find that their strengths and weaknesses often date back to the influence of their early supervisors.

In order to explore what might be done to improve supervision of young workers, the Department of Labor called together a group of people, each of whom had expert knowledge in some phase of the subject. Included were a number of people with experience in conducting training programs in industry, an adolescent psychologist, some educators, union people, first line supervisors of young people, experienced youth counselors and others familiar with various kinds of work situations in which many young people are employed.

The report, *Job Supervision of Young Workers*, gives the result of discussions of this group, acting as a Technical

Committee, pooling their knowledge and experience. It discusses, among other things, why special attention should be given to this subject, what supervisors need to keep in mind when dealing with young workers and, finally, what can be done to further good supervision of these young people.

Although the technical committee recognized that printed material is of limited value in changing the attitudes of supervisors, they felt that as a basis of getting the subject matter discussed, a popularly written leaflet was the first step. *The Youth You Supervise* is the result of this suggestion. The first part of this booklet tells what young people are like and why they are that way. The second part gives hints of what these adolescent traits mean to the on-the-job supervisor.

**I**N line with suggestions of the Committee, *The Youth You Supervise* aims at arousing the interest of supervisors in the young people in their work groups and leading them to work out applications to specific situations. *Single copies of The Youth You Supervise are available from the U. S. Department of Labor on request. Quantities may be purchased from the Government Printing Office, Washington 25, D. C., at 10c each or \$7.50 a hundred.* Remittances payable to the Superintendent of Documents should accompany the orders.