Stage 1: Extrinsic Motivation – Young people enter the program for extrinsic reasons. Family pressures, school requirements, or friends serve as motivation to engage in activities.

Stage 2: Personal connections – Young people find a link between the program’s mission and what matters to them. Programs meet youth needs and keep youth engaged.

Stage 3: Intrinsic Motivation – Young people become interested in and enjoy the program on its own merits, i.e. programs offer thoughtful, fun, rigorous, and accessible activities.