



Girl Scouts of Central and Western Massachusetts, Inc.

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Core Competencies

For ALL Girl Scout Volunteer Positions

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Troop leaders are responsible to: Girl Scout Leadership Experience

Three Keys to Leadership

Discover (Develop Strong Sense of Self)

Connect (Develop Healthy Relationships)

Take Action (Make a Difference in the World)

All experiences in Girl Scouting incorporate the Discover, Connect, and Take Action keys to Leadership.
Girl Scout experiences are **girl led**, incorporate **learning by doing**, and **cooperative learning**.

GirlFocus

- Creates fun, interactive, girl-led thematic series of activities, addressing current issues involving girls, and their interests and needs.
- Helps girls set realistic, clearly defined goals/objectives to experience the Girl Scout Leadership Experience and achieve outcomes via Discover, Connect, and Take Action keys.
- Is respectful and empathetic to girls, and creates friendly environment for girls and adults.
- Takes humanistic approach to working with girls, developing and applying programs for girls or adults who work with girls.
- Fosters girl-adult partnerships, providing opportunities for girl-leadership development.

Leadership-Personal Integrity

- Demonstrates dependability, honesty, and credibility
- Accepts responsibility for own actions
- Maintains confidentiality
- Upholds ethical standards

Interpersonal-Communication

- Communicates in a manner appropriate for the individual or group
- Verbal, written and electric communications including social media, texting, and emails.
- Listens to others and incorporates their ideas and perspectives
Facilitates what others are saying if necessary and encourages group responses and actions to the points being expressed

Leadership-Fostering Diversity

- Understands that individuals bring different experiences to Girl Scouting and embraces those differences
- Values, develops, nurtures, uses, and celebrates group and individual diversity
- Removes barriers to participation (holds meetings in accessible locations, uses translators, etc.)
- Strives to ensure a harmonious environment for girls and adults
- Treats others fairly and challenges the biased behavior of others

Judgement and Problem Solving-Adaptability

- Applies critical thinking skills and sound judgement
- Remains flexible and tolerant and maintains a sense of humor, emotional composure, and objectivity.