

FOR THOSE WHO HELP OTHERS

INTRODUCTION

“For Those Who Help Others” is a guide and resource for Group Committees, Group Commissioners, Council Commissioners, Area Commissioners, Service Scouters and Coaches/Mentors. It is a reference document for adult volunteers working with other adults in the Movement. It outlines the requirements of advancement as a volunteer assisting other adults, and the resources available to meet those requirements.

The document is divided into three areas (Philosophy, Leadership and Administration) in a table outlining the training requirements for each area. The tables are organized so that the Basic elements come first and are followed by more Advanced ones (required learning for others). Volunteers engaged in helping other adults in the Movement will learn the Basic Philosophy, Leadership and Administrative elements. Others, like Commissioners, Service Scouters, and Coaches/Mentors will acquire more advanced skills. The tables that follow contain references to documents and resources relevant to the development requirements particular to your role in Scouting.

Scouting’s Approach To Learning

In Scouting, learning is as much about human nature (like eating, sleeping, playing, or meeting together) as it is about being taught. In Scouting, learning is assumed to be activity-based; “learning by doing”. This of course, does not mean that all learning takes place in ordinary circumstances or only by interacting with others. Scouting typically involves its members in not-ordinary circumstances to better reinforce the skills and concepts it teaches.

While Scouting can be thought of as an educational learning system, it is a non-formal one. In other words, it is not part of the formal educational system (school etc.), nor is it informal (friends, media, etc.), as it does offer a structured approach to education and learning.

The Scouting Community

The Scouting structure is held together by various relations; primarily between people who embody in important ways the customs and rituals unique to its history. These relations form the fabric that makes up its community. Scouting is fundamentally a social and cultural “family” with clearly defined practices and principles.

Scouting Practice

Scouting is defined by a history with rich traditions and established procedures. At the same time, these procedures are continually changing. The term “Scouting Practice” is meant to convey the dual notion that Scouting is not only rooted in established ways of doing things (Principles, Law and Promise etc.) but is also characterized by a tradition of action and change (uniforms, programs). Scouting Practice is also a way of thinking about the shared resources (like programs and services), with which councils, groups, and sections organize and coordinate their activities, relationships and interpretations of the world. Scouting Practice can be thought simply as: A way of thinking about our shared history of learning and how it changes over time.

Scouting Identity

Scouting Identity is a term used for describing how people are defined as members. This includes how they dress, their use of specialized language, their rituals and other traditions that they may participate in. Identity encompasses the ways in which members associate, differ, and represent themselves to themselves and to each other. In other words, Scouting Identity is a term which describes how people in the Movement define who they are.

Aims and Principles

At its most basic level, the aims of Scouting are quite simple: that of character development. Character development is understood to be the way that we provide resources for our leaders to help youth become responsible citizens and help others. If our aim is character development, then Scouting's Principles are the foundation guiding an educational approach that is person-centred, community-related, and spiritually-oriented (generally referred to as "Duty to Self," "Duty to Others," and "Duty to God").

Person-centred (Duty to Self) – Scouting's approach is person-centred. Scouting accepts each person as he or she is – a unique human being with his or her own personal background and experience of life thus far, with variations in needs, capacities, interests and pace of development.

Community-related (Duty to Others) – Scouting's approach is community-related. The goals it pursues to help young people to live and develop as autonomous, supportive, responsible and committed individuals, are necessary for the long term development of society.

Spiritually-oriented (Duty to God) – Scouting's approach is spiritually-oriented in the sense that it seeks, through everything that it proposes, to help young people look beyond the material world in search of a spiritual reality; to discover for themselves those values which give meaning to life and to continuously strive to put them into practice.

Scouting Philosophy

In Scouting, we are governed by a comprehensive set of aims and principles that provide a basis for the organization to achieve its goals. We call the study of such processes "Scouting Philosophy". Put simply, Scouting Philosophy finds its way into everything we do; it is what sets us apart from other organizations. Our aims and principles provide a philosophic orientation for helping others.

Leadership

Our understanding of leadership within Scouting has been limited to definitions describing it in two related ways. The first defines leadership as any "function performed that influences others". The second way suggests that leadership "is action that helps a group identify and move towards its goals". Both of these descriptions are useful starting points for thinking about the resources available in an educational system like Scouting.

Whatever the definition, and whatever form it takes, leadership can always be characterized as relations between people. Any organization's culture is representative of, and a reaction to, the type of leadership it maintains.

Administration

Administration is similar to the notion of leadership; it is a formal design for getting things done. Scouting administration is another way of expressing how people in the Movement believe they should relate to each other. But, although the administrative aspects of Scouting are intended to bring regularity and routine to our Scouting lives, they are also designs that rely heavily on volunteers exercising judgement in a way consistent with our aims and principles. Administrative design is interwoven with Scouting's aims, principles, and issues of leadership.

The following booklets outline in detail the Learning Objectives and requirements of advancement as a volunteer assisting other adults, and the resources available to meet those requirements.