

Leadership Reflection

The checkup in this chapter is a reflection exercise. It gives you a chance to stop and think about how you are doing in terms of carrying out responsibilities as an Advisor. Its goal is to show you what you have accomplished and what still must be done to achieve the four goals of Exploring in your post.

Take this checkup regularly, at least every three months. We encourage you and your associate Advisors to individually complete this checkup and then discuss your responses with one another.

Reflection checkups are important for another reason. In the Youth Leader Section of this handbook, post officers also are given a reflection checkup to complete every three months. It is important that you effectively facilitate this process. The last part of this chapter offers guidelines to help make this leadership reflection process an integral part of post activities.

By undergoing a similar kind of reflection, you and your officers can work more effectively together toward achieving the four goals of Exploring.





ADVISOR REFLECTION

The Advisor and associate Advisors first should answer these questions individually, and then discuss their responses as a group. At each checkup point, you should review the past three months and set goals for the next three months.

1. How do you feel your post is doing? What are its strengths and weaknesses?

2. Assess each of the four goals of Exploring and rate how you think your post is doing with regard to each goal. Analyze your findings to determine why you are or are not succeeding.

Goal 1: Gain practical experience in the career or special interest of the post.

1 2 3 4 5 6 7 8 9 10

Goal 2: Engage in a program of activities centered on the five program emphasis areas to encourage an understanding of and development of the whole person.

1 2 3 4 5 6 7 8 9 10

Goal 3: Experience positive leadership from adult and youth leaders and be given opportunities whenever possible to take on leadership roles.

1 2 3 4 5 6 7 8 9 10

Goal 4: Have a chance to learn and grow in a supportive, caring, and fun environment.

1 2 3 4 5 6 7 8 9 10



3. What kind of assistance do you need as an Advisor or associate Advisor? Who could provide this kind of assistance?

4. As Advisors, you want to help your officers become leaders. How do you feel about their growth as leaders in the past three months? Where do they demonstrate more effective leadership, and where do they need to grow as leaders?

5. One of the Advisor's most challenging tasks is delegating responsibility—knowing when to maintain primary responsibility and when to let go. Think about any experiences you have had in the past three months where you struggled with this challenge, and discuss these experiences as a group.

6. Determine what you think should be the specific goals this Advisor group should work toward in the next three months. In your discussion, strive for a consensus on what these goals should be.

This checkup is for Advisors to share with one another only. It is not to be filed or given to anyone outside your small group.

Facilitating Reflective Checkups

Reflection is a positive experience; it builds, reinforces, and strengthens people. These checkups are not testlike situations. They should give Advisors and officers the opportunity to realize their accomplishments, appreciate their growth and development, and decide for themselves desired areas of growth.

The following guidelines will help ensure that these checkups are meaningful for everyone involved.

- ▲ Emphasize the importance of having everyone *write* his or her answers before any group discussion—to take some time alone to think through the questions.
- ▲ The first checkup probably will be the most challenging for officers because reflection might still be a relatively new experience for them and even for you as Advisors. At this first checkup, ask your group participants whether they have any questions or confusion about any question. Be ready to explain what is meant by each question and to provide examples.
- ▲ Encourage the participants in your Advisors' group and the youth officers' group to talk about accomplishments and strengths of others—to provide positive feedback on *specific* situations.
- ▲ Let the questions guide you but not box you in. The questions in the checkup might lead to a discussion of other important issues, which is good. As the checkups progress, each group may choose to modify its checkup to meet its needs—to add or eliminate a question. As long as these checkups are conducted regularly (every three months) and ask for meaningful information, you are achieving their purpose.
- ▲ Consider using the Explorer motto at these checkups. Work at bringing this motto from the page to life.