

8 Cs for Team Building

Consider these 8 principles when setting up small group work and when debriefing after an activity. Ask your girl scouts which areas they needed help with and which areas they excelled in.

Clear Expectations

Patrol members must participate, feel that the task or activity is important, and show commitment to accomplishing the mission and expected outcomes.

Commitment

Commitment will come if they perceive their service as valuable to the troop and if the activities are chosen by the Girl Scouts in a Girl-Led environment.

Troop Leaders must clearly tell the Patrol Leader, and the Patrol Leader must clearly share with the team the expected performance and the team members must understand the purpose of the activity.

Competence

Patrol members must have the knowledge, skill and capabilities, the resources, strategies, and support needed to accomplish their task.

Tasks should follow a progression of difficulty, with a framework of support so that the Girl Scouts can accomplish challenging tasks through hard work and perseverance.

Control

The patrol must have enough freedom and empowerment to feel the ownership necessary to accomplish its task and make decisions about how they do so.

They should also be accountable based upon the expectations set when the activity or task was introduced.

Collaboration

The Patrol should understand the roles and responsibilities of members, Patrol leader, and recorders and work effectively and cooperatively with other members of the team.

Communication

To make members clear about the priority of their tasks, and receive regular feedback, they must clearly and honestly communicate with each other. Diverse opinions should be welcome, and conflicts be taken up positively.

Creativity

The group should value creative thinking, unique solutions, and new ideas; and reward members who take reasonable risks to make improvements.

Girl Scouts balance each other's strengths and weaknesses. The Troop Leader should empower the team and make it accountable for the innovation process.

Coordination

When splitting up a large task, efforts need to be coordinated by the Troop Leaders so that their areas of responsibility are clear and so that each patrol is able to obtain what they need for success.