



Central Minnesota Council  
**Wood Badge**  
4-296-24

## Staff Expectations

Staff Expectations We have a duty to other Scouters, to ourselves, our participants, and indeed to the youth of this country to be the best examples we can be, during the course, after the course, and in our daily lives. This should be our tradition.

If servant leadership is to become a reality in a Wood Badge course, the success or failure rests with us. Positive attitudes will get positive results.

“Lead by example” can be defined as: to act in a way that shows others how to act. Service, decency, kindness, and respect are always our expected behaviors at Wood Badge and are goals that extends beyond the course through our participants to the youth served. What happens at Wood Badge goes far beyond the course itself. What the staff does, the participants will also do. We must be present, interested, engaged, attentive, and receptive to inquiries and opinions.

We all agree that leadership should be moral, ethical, and legal, but to be a true servant leader, hope and humility must be added to those qualities. Therefore, all of us must demonstrate and believe in the following servant leadership characteristics:

- The staff will be prepared. They will complete their homework, preparation, and practice prior to the course.
- The staff will lead by example and demonstrate respect for the participants.
- The staff will assume personal responsibility for their actions and have integrity in their work with the participants.
- The staff will be humble. They will seek opportunities to be of service throughout the course.
- The staff will be motivated and motivating. They will encourage the participants and remember that none of us are as smart as all of us.
- The staff will be available. They will welcome feedback, and by being available will set a positive example and remember the law of reinforcement: What the leaders do, the scouts will do.
- The staff will be unselfish. They will care more about the success of the participants than their own recognition. The staff should not expect to stand in the spotlight. It is all about the participants.
- The staff will be kind. They will follow the “Golden Rule.”
- The staff will be transparent in what the course will offer before and during the course. There should be no mysteries about what is to come or withholding of information.
- The staff will believe in the importance of what they are doing. “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” —Margaret Mead
- The staff will always remember that Wood Badge is not about joining a “club” or what their “critter” is. Wood Badge is about growing and improving Scouting. Wood Badge is about empowering the youth to serve and to lead.

As Baden-Powell said 100 years ago, **“The best progress is made in those troops where power and responsibility are really put in the hands of the patrol leaders.”**

## Summary

We are here to be of service—to each other during staff development, to our participants during the course and while they are working their tickets, and to Scouting at all times.