

## Knowing your Scouts



“I remember the first time I joined a gang [group of friends]; I think I was about six years old. I did not really know what it was all about, and I still don’t, but I do know I was very proud to be a member of the gang.”

John Thurston, *The Patrol Leaders Handbook*, 1952

### **THE IMPORTANCE OF HUMAN RELATIONS FOR A PATROL LEADER**

A Scout makes friends, establishes and maintains harmonious relations.

A Patrol Leader needs to be concerned with the relationship between himself and his patrol members so that He can co-ordinate his patrol.

He has to develop and maintain good relations with his own patrol members, other patrol leaders, fellow Scouts as well as his Scout Leaders.

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## HOW TO HANDLE DIFFERENT TYPES OF TEMPERAMENT

TYPE	CHARACTERISTIC	LEADER'S ATTITUDE
1. CONTROLLED	Reserved, calm, conservative, consistent, conscientious.	Be calm, matter of fact, and show thoughtful interest in him.
2. AMBITIOUS	Self centered, takes short cut, take advantage of others, respects shrewder people.	Be impersonal and direct. Give impression of recognising his shrewdness but that he is not going to put anything over.
3. SOCIABLE	Energetic, enthusiastic, optimistic, friendly, broad, brash approach.	Be friendly with optimistic approach, display controlled enthusiasm.
4. CAUTIOUS	A worrier, easily discourage, gloomy, indecisive.	Show controlled optimism combined with reassurance.
5. SENSITIVE	Shy, retiring, sensitive and thoughtful.	Use restrained tactful approach, avoid criticism directed at him.
6. FORCEFUL	Aggressive, stubborn, argumentative, suspicious.	Be firm, calm and definite. Give credit to his status and avoid criticism.
7. THOROUGH	Deliberate, single minded, persistent, plan and works in detail.	Be unemotional, matter of fact yet friendly.

*People don't care how much you know,  
until they know how much you care.*

# Knowing your Scouts

## Importance of Individuals

As Patrol Leaders, you must be aware that **each individual has his needs**.

Always ensure that they are treated as an individual in a reasonable way in the Patrol.

## Mutual Acceptance

Patrol Leaders should learn to **accept your members**, each as an individual.

Both Patrol Leaders and members are to **respect each other's responsibilities** in a patrol.

## Common Interests and goals

**A Patrol is bound together by common interests and goals** in order to have the entire patrol member working together for the patrol's success.

## Open Communication

The open **sharing of ideas and feelings will bring better understanding**.

Decisions taken as a patrol can then be both informed and collective.

## Maximum Participation

**Everyone has a role** to perform within the patrol.

It is every patrol member's duty to work hard to **build up their patrol**.

Everyone as **part of the solution, not part of the problem**.

## Patrol Identity

For a Patrol Leader to run a united patrol, it is essential to built and maintain a patrol identity.

Patrol identity is built only when

- Your members have close identification with the patrol.
- They felt the recognition, pride and satisfaction for what they have achieved **in the patrol**.

## Patrol Decision

When there is any problem affecting the patrol as a whole, do **let the patrol members decide** for the patrol.

Likewise, if the problem is too big, **GET HELP**.

# Knowing your Scouts

## High Moral Standard

Being the Patrol Leader, **your judgement** keeps the patrol on the track. (or not!!!)

You must **command respect** from your fellow Scouts.

Only then can you **lead by consent**.

The patrol scout's job: TO DO THE JOB.

The patrol leader's job: TO MAKE SURE THE JOB GETS DONE

*Always, be sure to know the difference*

## HINTS TO IMPROVE RELATIONSHIPS

Have genuine interest in the person	Seek first to understand, then to be understood
The cost of argument Public vs private disagreement	A Scout is only as good as their word. Avoid empty promises
Be brave to admit your faults	Be tactful
Allow suggestion Propose, rather than impose	Performance appraisal and appreciation (yours and theirs!)
Allocation of jobs. Be just and Fair Equal opportunity to members	You cant prevent conflict, so manage them well.