

Ready set lead!

A leadership resource
for Guides

These are our hands!
- Guide working group

Guides



Hello!

Welcome to ready, set, lead, a special leadership resource created by Guides, for Guides.

It will help you become the leader you dream of being. It can help you to recognise how amazing you already are and become more confident. All while developing leadership skills for now and the future. Plus, you can achieve some cool badges!

We are the Guide aged leadership working group – 11 Guides from around the UK who have spent over 2 years meeting in person and online, helping to create this resource for you. Biscuit by biscuit, we've built this programme by sharing our own experiences of units across the country. Together, we've done everything from coming up with ideas and testing activities to choosing the design of the front cover and badges.

Some top tips from us to help you along the way:

Take your time – you don't have to complete everything all at once. We've designed ready, set, lead to be done over at least a term, if not more.

It doesn't matter if you don't reach 'confident' in every area. Hopefully you'll feel a bit more confident than when you started.

You don't have to be in a certain role, or be a certain age – ready, set, lead is for any Guide who wants to do it.

Remember, being a leader isn't always about being the loudest or telling everyone what to do. Sometimes it's about helping others and leading in a small way to make things a little bit better.

Most importantly, have fun!



What's ready, set, lead all about?

Ready, set, lead is for Guides interested in leadership. Other Guides (just like you!) created this resource to help you:

Find out more about being a leader

Understand yourself as a leader

Try out some leadership skills

Ready
set
lead!



You can also use it to grow your skills as a patrol leader, patrol second, Rainbow helper or Brownie helper.

You don't have to have a particular role to do ready, set, lead – you can just be interested in leadership and developing your skills!

Ready, set, lead isn't about suddenly making you a perfect leader. It's about helping you feel more confident about leadership.

This resource has 3 sections:

1. Get ready

Start here. This section has some activities to help you understand yourself as a leader, set goals and learn about how your unit works. It's a great way to warm up before jumping into section 2 and/or 3.

2. Get set – Leadership challenge

This section (pages 12-28) is packed with challenges, games and activities, digging into 5 areas of leadership:

● The leader I want to be

● Keeping safe

● Making a difference

● Planning activities

● Running activities



Guide leadership challenge



The leader I want to be



Keeping safe



Making a difference



Planning activities



Running activities



Guide leadership in action



The leader I want to be



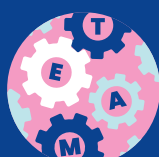
Keeping safe



Making a difference



Planning activities



Running activities

You can achieve your Guide leadership challenge badge by doing 4 of the challenges from 'the leader I want to be' and 2 from each of the other areas (but you can always do more!).

Top tip:

Not so confident or just want to learn more about your leadership skills? You can do the leadership challenge first to help grow your skills, and then, if you want to, you can put your skills into action in the future.

Look out for these boxes throughout ready, set, lead.

They give you extra information and help.

3. Lead! - Leadership in action

On pages 30-34 you'll find your leadership in action tasks. These will give you the chance to put your leadership skills into action in your unit.

You can achieve your Guide leadership in action badge by completing 2 tasks per leadership area, plus another 5 from any of the leadership areas. You can come up with some of your own tasks rather than using the ones in this resource if you prefer.

Top tip:

If you're already confident about your leadership skills you can go straight to the leadership in action tasks. You don't have to do the leadership challenge as well, unless you want to!

Get ready

You probably think being a leader is about leading other people. But being a leader can also mean leading yourself.



We can develop important skills for leading others through **self-leadership**. This is all about understanding yourself, setting goals and guiding yourself towards them.

This section has some activities to help you understand yourself and your unit. It's a great way to get started before moving on to the Guide leadership challenge and/or Guide leadership in action.

Your name:

You are a:

- Guide
- Rainbow helper
- Brownie helper
- Patrol leader
- Patrol second






I'm so excited and I just can't hide it

Starting something new can feel exciting, overwhelming, or even a little scary. And that's totally normal. Take a moment to think about and write down why you're doing ready, set, lead. What are you most excited about?

Why not set yourself a goal here, and then work towards it? This would be self-leadership in practice!

Who's who?

A big part of being a good leader is thinking about the people around you and how you can support them. This might be the Guides in your patrol or unit, the Rainbows or Brownies you help with, or even your own leaders. Write some notes about a few people you might support as a leader and ask them what they need from you.

 _____ _____ _____	 _____ _____ _____	 _____ _____ _____
--	--	--

Unique me

We're all unique – no one else in the world is exactly like you. Spend a moment thinking about what makes you, you. Is it your age? Your family? Your religion? Your hobbies and interests? Or a combination of lots of different things?

Everyone's different in what they need to feel happy, safe and comfortable. What might **you need** to help you be comfortable as a leader, or as a Guide in general?

- Instructions to be written down.**
- A visual timetable to show you what's happening and when.**
- A quiet space if things get too busy or noisy.**
- Being able to sit down when you need to.**
- A wellbeing action plan to support you.**
- Any dietary requirements or allergies:**

- Anything else you'd like to share:**

These are your **access needs**, and they matter. And remember, other people might have their own access needs too – everyone deserves to feel supported.

Make sure an adult in your unit leadership team knows what support you need to help you thrive and make your time in guiding the best it can be.

Information treasure hunt

Another way of self-leading is taking responsibility to find out key information you need. Every guiding unit has its own traditions and ways of doing things. Hunt through your unit to answer the questions below. You could check out signs, watch activities or quiz your leaders. It's up to you to become a detective and find the information.

How you start your unit meetings

How you end your unit meetings

Do you sing any special songs?

How do you give out badges?

Does your unit have any special traditions?

A tradition is something that's passed on from person to person, often over many years. Some units have traditions like holding a leavers' party for their last meeting of the year, creating photo albums, or using specific flags for special occasions.

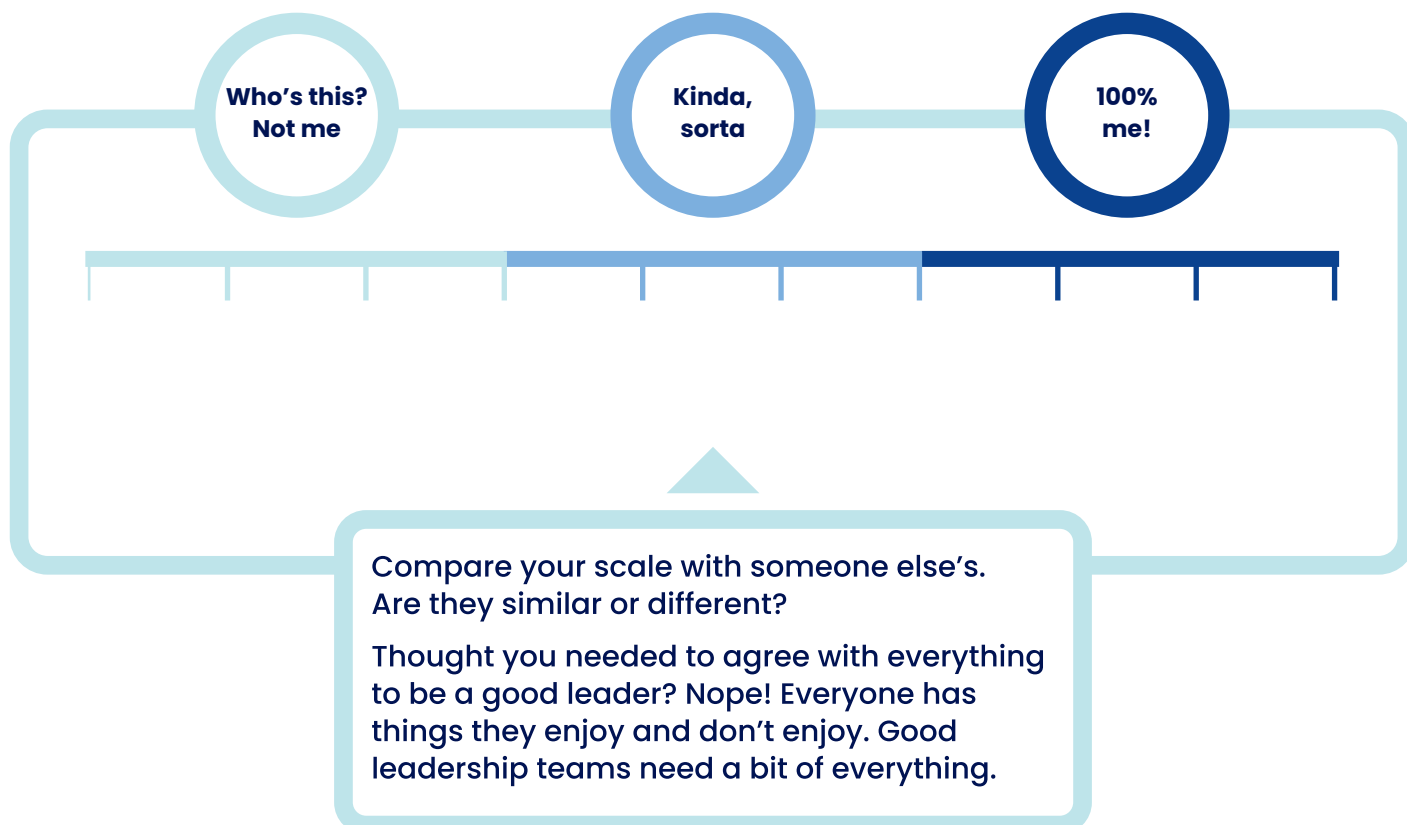


Leadership and me

Take a look at the statements below and think about how much you agree or disagree with them. You can use the scale at the bottom to mark how you feel about each one.

- 1 I prefer to lead rather than follow.
- 2 I'm someone people look to for help.
- 3 I usually take charge and make decisions when others are unsure.
- 4 I enjoy public speaking or speaking in front of a group.
- 5 I usually finish my homework on time.
- 6 I'm usually the loudest in the room.
- 7 I enjoy organising or running activities for my unit.
- 8 I support and look out for the other girls in my unit.
- 9 I'm usually good at staying calm and organised during challenges or emergencies.
- 10 I enjoy getting people involved in group activities and making sure everyone has a role.

Draw a symbol or write the number of each statement on the scale below to show how you feel about each one.



Ready, set, lead progress tracker

Leadership can mean lots of things, but one way you can be a leader is to take control of your own life. So use this section to help keep organised for each step in your journey.

Guide leadership challenges



Name:

Guide leadership in action tasks



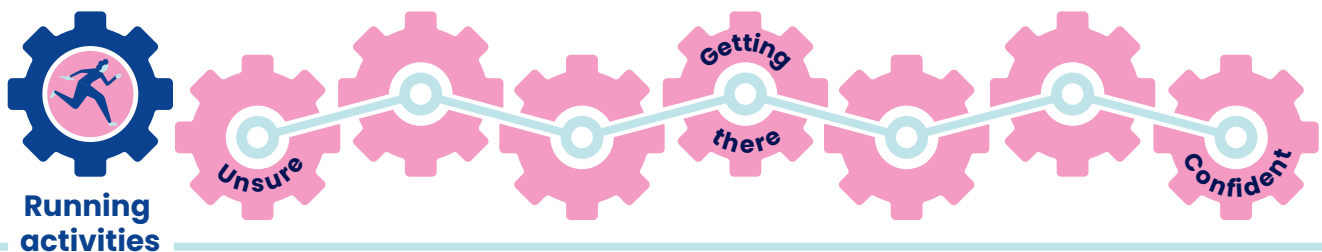
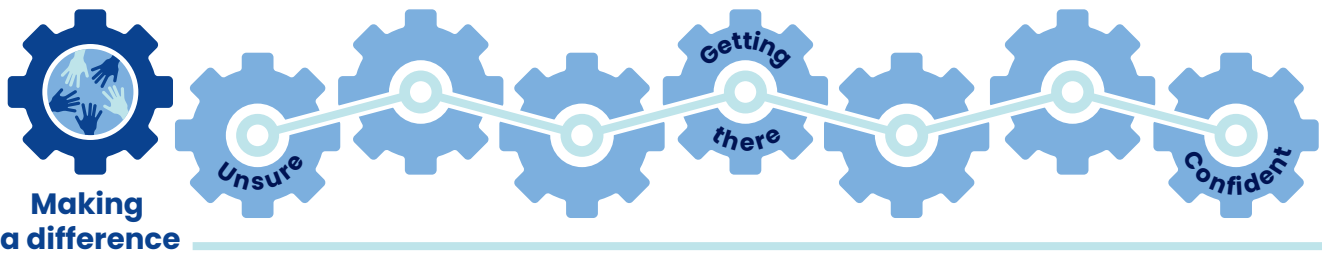
Colour me confident tracker

These trackers are here to help you think about how your confidence has grown through doing the challenges.

Remember: it doesn't matter if you don't reach confident in every area. Hopefully you'll feel a bit more confident than when you started.

Confidence tracker:

Fill out the bars to show how confident you feel about each area when you start. Come back to them after you've done the activities - has it moved at all?



Get set – Leadership challenge

To achieve your Guide leadership challenge badge, you'll need to complete **12** challenges in total. Choose **4** from 'the leader I want to be' and **2** from each of the other leadership areas. Chat with your unit leader and use this space to help you plan when you'll do each activity.

Leadership area	Challenge	Date	Signed
 The leader I want to be			
			
			
			
 Keeping safe			
			
 Making a difference			
			
 Planning activities			
			
 Running activities			
			



Quest 2: Brownies' celebration

You've been asked to organise an activity night for your local Brownies to celebrate Lunar New Year. What skills would help you plan and make sure everyone has fun?

Handwriting area for Quest 2 with 10 horizontal lines.

Quest 3: So much to do

It's Saturday night and your homework is due on Tuesday. Your friend wants to meet up on Sunday, and you have Guides on Monday night. You also need to tidy your room. What skills will help you stay on track?

Handwriting area for Quest 3 with 10 horizontal lines.

Quest 4: All the feelings

Your friend is upset, but you're not sure why. What skills could help you find out what's wrong and support them?

Handwriting area for Quest 4 with 10 horizontal lines.



It might not feel like it at first, but the skills you've thought about – like listening, organising, staying calm and making good choices – are all part of being a leader. Being a leader isn't always about telling others what to do. Sometimes, it's about knowing yourself, building confidence and taking small steps.



I choose this.

I completed this on

Handwriting area for Quest 4 completion with two slashes and a line.



Challenge activity:
I'm the leader, it's me

In a small group, or on your own, think of all the leadership skills you can. Write them on small slips of paper – 1 skill per piece.

Need a hint? We mention some leadership skills throughout this section. And remember, being a leader isn't all about being 'in charge'.

Next, label 3 areas of a table, the room, or a large piece of paper as 'confident', 'improving' and 'new to me'.

Confident – 'I'm good at this!'

Improving – 'I'm working on this.'

New to me – 'I'd like to learn more.'

Take a straw and blow or suck up pieces of paper, moving them to different sections, based on what feels right to you, for each leadership skill.

Finally, choose a couple of skills you want to improve. Note these down and share these with your leadership team so they can help you build on them.

When you're being a leader, you need to think about what you're good at and where you need to improve. You also need to think about how you behave. This is called 'self-awareness' – a key leadership skill.



I choose this.

I completed this on



Challenge activity:
Praise giver

Great leaders don't just listen, they encourage those around them. Praise shows you've noticed someone's hard work, kindness or brilliant character.

Let your unit or group know you're on a praise-giving mission!

- **Grab some sticky notes and a pen.**
- **During a few unit meetings, keep your eye out for the things people in your unit (or patrol) do that are kind, impressive or just make you smile.**
- **Note down your praise on a sticky note. Stick it to the person's back or give it to your unit leader to hand out at the end of the meeting.**

How to give tip-top praise:

- **Focus on what somebody does or how they make you feel. Like 'you run really fast', 'you listen really well', 'you drew an amazing picture' or 'you make me feel really cared about'.**
- **Don't comment on how people look. That can sometimes make others feel uncomfortable.**
- **Be clear by explaining what someone did and why you liked it!**

Ready for a bigger challenge? Over a whole term, aim to write praise for every girl (and leader!) in your unit. Hand out the notes at the end of term. Who doesn't love unexpected kindness and praise?



I choose this.

I completed this on



Challenge activity:
Not the end of the world

We all make mistakes – they help us learn! But sometimes mistakes can be awkward and embarrassing. This makes it harder to try things if we worry we might fail. Let's explore how that feels and why it's okay.

Try doing something deliberately wrong at a Guide meeting. You could:

- **Wear odd socks or shoes**
- **Wear your Guide uniform inside out**
- **Wear badges in the wrong place**
- **Give out the wrong instructions to a game everyone knows**

How did it feel? Write a note here:

Now, time to reflect. How do you think you're going to feel about that:

Tomorrow:

In a month:

In a year:

If you don't want to do something awkward in your unit, that's okay. Here is an example of a mistake someone else has made. Imagine you're them and answer the questions above.

The Marshmallow mishap
Emma was teaching the rest of her patrol how to make the perfect s'more.



'First, grab a marshmallow and put it on your stick,' she instructed. 'Hold it above the flames – don't put it in, or it'll burn too fast.'

But as she spoke, she accidentally lowered hers too close. WHOOSH! Her marshmallow caught fire, turning into a flaming ball of sugar.

The girls gasped as Emma panicked, then frantically blew it out, leaving behind a charred lump. Silence... then laughter erupted.

Emma grinned. 'Lesson learned – keep it away from the flames. And if it catches fire, don't panic like me!'

With extra caution, everyone continued roasting, filling the evening with laughter, melted chocolate, and golden s'mores.

Remember, most mistakes feel big in the moment. But they fade away after a while. And if one really sticks, talk to a trusted adult. They can help you talk it through and work out how to cope.

It can help to think about what we can and can't control (hint: you can't change the past), how to break down a problem into small steps, and how to change your reactions to making a mistake.

Wise words from other Guides.

'Everyone makes mistakes, we're all human.'

'It's okay to make mistakes.'

'Gain confidence from your mistakes.'

'Mistakes are expected, respected and corrected.'

I choose this.

I completed this on



Challenge activity:
Unawesome leader

It's time to mix it up and see what a not-so-great leader looks like. You can do this activity on your own or with others.

Draw an outline of a person. Think about the things that would make someone an unawesome leader and write them on the outside of the person. Think about how they would:

- **Act**
- **Talk**
- **Bring energy**
- **Work with others**

Maybe your imaginary person:

- **Always gives instructions in the wrong order**
- **Always forgets the resources**
- **Only ever talks to 1 person**
- **Never listens to others**
- **Is always being negative**
- **Never lets anyone else share their ideas**



Now flip it. Inside the person, write the opposite. If you wrote 'never listens' outside, then write 'listens really well' inside. This is the opposite of your not-so-great leader – it's your awesome leader!

Pobody's perfect

Remember, nobody's perfect. Mistakes happen – that's okay! A bad leader is someone who keeps repeating behaviour that hurts or upsets others. A one-off mistake doesn't make you a bad leader – it makes you human.

I choose this.

I completed this on

____ / ____ / ____



Challenge activity:
Role models

A role model is someone we look up to. They inspire us by the way they act and treat others. According to Guides like you, good role models are:

- **Kind**
- **Understanding**
- **Patient**
- **Calm**
- **Caring towards others**, but also look after themselves (self-care is essential!)

Choose a role model each. This could be someone famous or someone you know. Write their name on a sticky note or label. Then, ask others why they've chosen their role model. This is a great way to learn more about the people who inspire the Guides around you!

Next, swap the sticky notes or labels with each other. Without looking, stick the role model on your head (or back) so you don't know who you've got. Now ask questions like:

- **What makes this person inspiring?**
- **What have they done that's impressive or kind?**
- **Why is this person a role model?**

This activity works best in your Guide unit, or with your patrol, because it's easier to do with people the same age.

Take it further: Check out the Guide aspirations interest badge.

Try to guess who your mystery role model is! Which role model really stood out for you? Why?

I choose this.

I completed this on

____ / ____ / ____

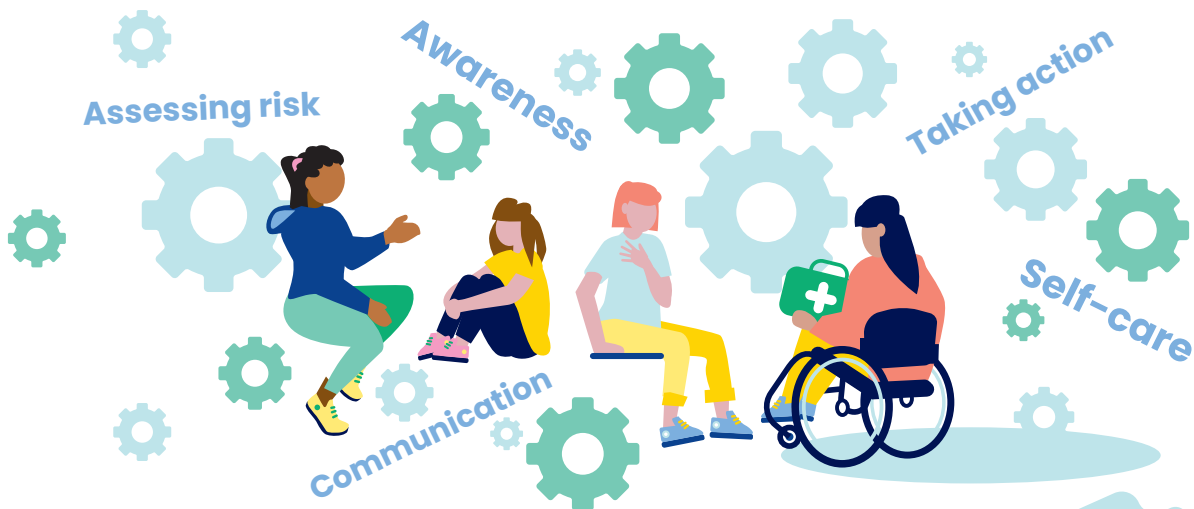
Keeping safe



Now let's dig into safety and explore how you can look after the people in your unit and create a safe space for everyone.

As a leader, one of the most important things you can do is help keep yourself and others safe. The activities below are all about how you can bring safety into your unit.

Remember, if you're worried about anything to do with safety or safeguarding in your unit meeting place, you can always talk to your parents, leaders or another grown up you trust.



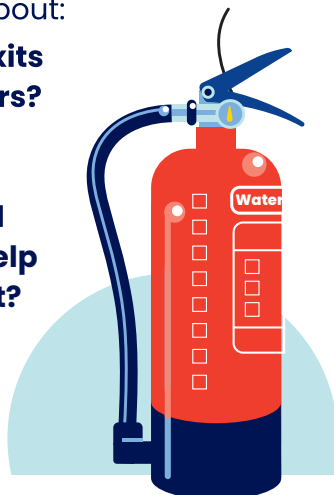
Take a look at the activities below and choose 2 to complete either on your own or with a group.



Challenge activity:
Safety map

Time to become a safety sleuth! Draw a map of your unit meeting space. Using a different colour, add in all the things that help keep everyone safe. Think about:

- **Where are the fire exits and fire extinguishers? When was your last fire drill?**
- **Where is the first aid kit kept? Who can help if someone gets hurt?**
- **Are there any areas that are out of bounds for girls or leaders?**



- **Do you have rules or instructions for moving tables and chairs or other equipment?**
- **Are the doors locked during the meeting? How do you make sure everyone gets in and out of the building safely while ensuring no-one comes in who shouldn't?**



I choose this.

I completed this on

/ /



Challenge activity: Wellbeing kit

When you're helping others and being a leader, you also need to look after yourself, and your own wellbeing. This can mean covering the basics – eating, sleeping, exercising and talking to people. Or it can be doing things you enjoy – reading, playing games or hanging out with friends, for example.

Your task is to create a wellbeing kit. Start by deciding what you'll do if you're feeling tired or down. Now draw or write things around the image below or put together a physical kit of things to help you feel better.



Agree with your leader or another trusted adult that you'll tell them when you need some help or to take a break.



Challenge activity: Risky business

To keep everyone safe, it's important to look out for risks.

A risk is anything that could hurt you or the people around you. It could be:

- **An object (like a pile of chairs that looks ready to fall over)**
- **A situation (like someone behaving in a way that feels unsafe)**
- **A choice (like running across a busy road)**



To recognise risks, you need to think about:

- 1. What could hurt you or others?**
- 2. How likely is that to happen?**
- 3. If it did happen, how much would it harm you or others?**

Then you need to ask yourself how can you stop it from happening? If you can't stop it, you need to check that it's still safe and worth doing the activity.

If you're running games or activities, it's important to think ahead.

Choose a UMA card or skills builder activity or think about another game or activity you'd like to run with a small group or your whole unit. Think about all the things that might be risky (might hurt someone). Jot them down in a table and note down what you or someone else could do about them.

Only take action if it's safe. If something feels too risky, ask a leader for help.

I choose this.

I completed this on

/ /



What might hurt someone (the hazard)?	How might it hurt someone (the risk)?	What could you do about it?
Example: pens and paper and other things all over the floor	Example: someone could stand on them and fall over	Example: make sure the area is tidy before playing a running game

You don't always need to write down the risks and solutions before you do an activity. But it's important that you can recognise different hazards and take steps to stop people being hurt while you're leading others.

I choose this.

I completed this on

____ / ____ / ____

The **wellbeing kit** and **risky business** activities are from the **creating safe spaces activity sheet (a safe space for under 14s)**. If you're a Rainbow or Brownie helper, working on your Guide camp permit, or would like more information about how to keep others safe, ask your leader if you can complete the rest of the activity sheet.

Challenge activity:
Safety tips

It's time to share all your safety knowledge with others! Think about the top tips you'd have for other people in your unit. What do they need to know about safety? What should they look out for?

Once you've got your ideas, create a fun and creative way to share them with your group. You could:

- **Make up a catchy song**
- **Design an eye-catching poster**
- **Perform a short play or sketch**
- **Invent a game to teach safety tips**

Stuck? No problem. Think about:

- **What safety features do you have in your unit meeting space?**
- **What about when you're out and about?**



I choose this.

I completed this on

____ / ____ / ____

Making a difference



Leading in guiding is all about helping – other people, the world or a cause that’s important to you. There are lots of ways to make a difference as a leader. These activities allow you to explore how to help those around you and add some guiding sparkle!



Take a look at the activities below and choose 2 to complete either on your own or with a group.



Challenge activity:
Newbie

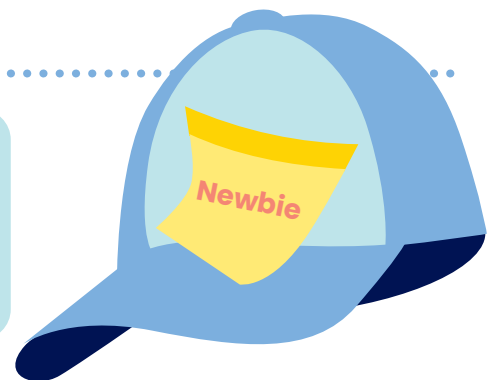
When someone new joins your unit, they might not know anything about guiding, how things work, where to go or what to do.

Imagine you’re a complete newbie again. Grab a hat, get a sticky note or a label, and write ‘Newbie’ on it. Not a fan of wearing a hat? Fair enough – you can stick the label anywhere on you.

Wear your hat or sticky note to your next unit meeting. While you’re wearing it, pretend you’re brand new and not sure what’s going on. Look around and work out what you might need to know about the space, and what’s happening in your unit. For example:

- **Would a newbie know where the toilets are?**
- **What’s the promise and what does it mean?**

If you’re a Rainbow or Brownie helper, pretend to be a new Rainbow or Brownie.



- **Who do you ask for help?**
- **How do your unit meetings start and finish?**

Do this for a whole meeting and share what you discovered with your leader. You can use your experience the next time someone new starts, to make sure they feel comfortable and understand what they need to do.



I choose this.

I completed this on

____ / ____ / ____



Challenge activity: Check my feelings

Stop. How are you feeling right now? Happy? Excited? Sad? As a leader, checking in on how you and other people are feeling can be really helpful. When you know how people are feeling, you can choose activities that suit the mood.

- **Feeling excited and full of energy? Try an active game.**
- **Feeling a bit low or tired? A calming or gentle activity might help.**

Take time to do a feelings check in with others. There are lots of ways to do this:

- **Rainbows – ask girls if they’re feeling like bright sunshine joy or stormy clouds, or anything in between (a bit unsure might be a grey day, while thoughtful might be a blustery day).**
- **Brownies – use pictures of emojis and ask them to choose 1 to talk about how they’re feeling.**
- **Guides – have a chat about how everyone is doing over a hot chocolate or curled up in a cosy spot.**
- **Use some programme activities, for example:**
 - **Rainbows: colour my mood (first aid stage 1)**
 - **Brownies: happy thoughts (feel good stage 3)**
 - **Guides: stress full (feel good stage 4) or checking in (be well UMA)**

Remember, feelings can be big, and it's okay for people to feel lots of different emotions. If you're worried at all, talk to your leader or another trusted adult.

I choose this.

I completed this on

____ / ____ / ____



Challenge activity: Unique everyone

Remember, you thought about the things you uniquely need back in the getting ready section. Now you're going to think about what others in your group might need.

Here are a few things people might need to feel comfortable in a unit meeting:

- A quiet, calm space in case they get overwhelmed by noise, light or space.**
- Clear spaces to move through – nothing to trip on or block their way.**
- Being told what's happening in the meeting, so nothing is unexpected.**
- Someone welcoming them in a friendly, kind way that works for them.**

Tick off which of these your group does. Ask your leader if there's anything else your unit

Making a difference



does to make everyone feel welcome and supported. Ask your patrol, or other girls, if there is any other way that you could support them to have the best time at Guides.

Make a note of the things you can do to support others here:



I choose this.

I completed this on

/ /



Challenge activity:
Passion projects

Everyone has something they care about. Maybe it's the environment, animals, art or even the perfect biscuit!

One way you can inspire people as a leader is to share the topics that mean a lot to you.

Choose a topic you're passionate about by asking yourself these questions:

- **What interest badges have I really enjoyed?**

- **If I could spend my time doing anything, what would it be? (Reading? Sports? Music? Gaming? Cooking toasted cheese sandwiches?)**
- **What skill could I teach someone else?**



Write a list of your ideas and pick the one you feel most excited about. Can't decide? Cover your eyes and circle your finger around the paper. Pop it down on the list and use whichever one you land on.

Now you're going to share your passion. Choose or create an activity you can do with others to share your topic. It could be a game, craft, quiz, presentation, unit meeting activity or something else! Run your activity with a group. Make sure you explain why you think your topic is important.

Need inspiration? Below are some topics suggested by Guides like you:

- **Why Guides is great (Brownie helpers – this one is great to encourage your Brownies to move up)**
- **Mental health and wellbeing**
- **Disability rights**
- **The best biscuits!**



I choose this.

I completed this on

/ /

Planning activities



Your unit needs you! In this section you'll put your planning skills into action and find out how to prepare for fun in your unit.

Planning is what makes things happen – whether it's running a game, organising a camp or leading a meeting. Explore how to make great plans with your group, find out what happens at planning meetings (and get involved), and dig into how to solve your planning problems.



Take a look at the activities below and choose 2 to complete either on your own or with a group.



Challenge activity:
Snowball fight

Trying new things is one of the best parts of being a Guide. And there's no better way to find new ideas for your group than to ask them what they want to do and listen to their ideas.

Hand out slips of paper and pens. Scrap paper is great for this activity.

Ask everyone to write down as many ideas as they can of things to do in your unit. Tell them to let their imaginations run wild! Different, imaginative and whacky ideas are all welcome.



If you're doing this activity with Rainbows, some of them might find reading or writing tricky. You may need to hand out pre-written ideas or write their ideas for them.

Now for the fun part. Scrunch up all the bits of paper into snowballs. Split into 2 groups and see which team can get the most snowballs on to the other team's side of your space. Or see who can throw one the furthest. You could even team up against your leaders.

Once everything's muddled up and nobody knows whose idea is whose, read them all out. Vote on which ideas you want to do. Speak to your leaders about which ones to



add into your unit's term plan. Remember to let the group know what you're doing and why (you might not be able to arrange a trip to climb Everest next week) - and don't forget to get everyone to help clear up. If you want, you could make a scrapbook of ideas for the unit.

If you're a Rainbow or Brownie helper, you can join the rest of your unit leadership team to plan an amazing time for your girls.

Are you a patrol leader, patrol second or another type of leader in Guides? You could meet with your unit leaders to plan activities for your whole unit or with just your patrol. Or you could plan something else like a camp or activity day.

During your meeting, play planning meeting bingo to look out for words and actions. Cross off the words and actions on the bingo card below if someone (including you) says or does them during your session. If you get a line of them from 1 side of the box to the other (or diagonally), you've got bingo!

The **blue** coloured text is things you might say. The **green** coloured text is things you might do.



I choose this.

I completed this on

____ / ____ / ____

 **Challenge activity: Planning meeting bingo**

Great unit meetings don't just happen. They need planning, preparation and teamwork. Join in with a planning meeting to help plan something for your group and have your say.

Unit meeting activity	Skills builder	Interest badge	Award
Promise	Celebration	Trip	Sleepover/holiday/camp
Sixes/patrols/groups	Fun	Games	Theme/topic
Checking an activity to make sure it works for girls in your unit	Deciding who brings resources/equipment	Allocating jobs/tasks to others	Using ideas from girls in the unit



I choose this.

I completed this on

____ / ____ / ____



Challenge activity:
Advice letter

Oh no! Even with the best-laid plans, things can sometimes still go wrong. But that's okay – being a great leader means learning how to handle challenges and help others through them.

Choose 1 or 2 of the problems from Guides below. Can you help solve them? Chat them through with your patrol, a young leader or an adult in your unit. What advice might you give these Guides?

Help,
I'm running wink murder with Rainbows, and I can't choose who to go next. Some keep shouting out, but others are very quiet, and I can't tell if they want a go or not?

Help,
2 girls in my patrol are losing motivation and aren't engaging. How do I help them share their ideas?

Help,
I'm doing some origami with Brownies but some of them are finding the instructions really hard to follow and are getting frustrated and upset. What do I do to help them?



I choose this.

I completed this on

/ /



Challenge activity:
Adaption is key

There are lots of reasons to adapt activities. Maybe you can't squeeze a running game into your space. Or you don't have enough people to run an activity. Or someone has a different need. That's okay – you can adapt!

If you run your adapted activity you can tick off 1 of the leadership in action tasks in the running activities section.

Pick an activity for your group. It could be any unit meeting activity – you're going to think about how you could adapt it.

Grab a dice and roll it at least 3 times. If you get a:

- 1 Think about space. What if you don't have enough room to do the activity?**
- 2 Think about age. Could you do this activity for anyone younger or older than planned?**
- 3 Think about mobility. What if someone taking part finds moving tricky?**
- 4 Look at the time. Can you lengthen or shorten the activity?**
- 5 Think about equipment. What if you don't have the paper, pens or other resources the activity needs?**
- 6 Think about other additional needs – allergies, learning disabilities or personal tastes, for example.**

How could you change your activity to meet your needs? Is there any way you could change it but keep the core aim of the activity? What else could you do to help someone feel included?

Finally, if you can, try running your adapted activity. Does it work?



I choose this.

I completed this on

/ /

Running activities



This section's all about giving it a go by practising running activities. It might seem simple enough – standing in front of a room and running an activity. But for some people it can be scary. It can be tricky to make sure you're explaining something so others understand. But never fear, these activities will help you become more confident.



Take a look at the activities below and choose 2 to complete either on your own or with a group.



Challenge activity: Tricky behaviour

During unit meetings, girls' behaviour can be tricky to deal with, especially in the moment. Imagine you're in the situations listed here – how would you deal with it? What would you do? How would you act? What would you say? Act it out with a leader.

If you're doing this as a group, give everyone a role and get them to pretend to be the bothersome Brownies, raucous Rainbows or problematic patrol members. Act out the scenarios and see if you can resolve the situation.

Top tip:

Using your unit guidelines or patrol guidelines can be helpful.

- A few of the Brownies are in the store cupboard and won't listen to you when you ask them to come out.

- You're at a Rainbow meeting and some of them are running around when you want to do a craft.
- Your patrol is meant to be doing an activity and they're messing about.

Remember, sometimes your leader should step in to resolve difficult behaviour, rather than you trying to do it all. Make sure you know who to speak to if things are getting tough. Don't be afraid to ask for help.

I choose this.

I completed this on

____ / ____ / ____



Challenge activity: Leader lookout

There are lots of ways to run an activity. Whether it's an energetic sports session or a calming meditation, how you run it depends on the activity and the situation. Watch 2 of your leaders run different activities or watch 1 leader run 2 very different activities. Note down what happens using the hints below:

Leader name:

What was the activity about?

Did the leader stand up or sit down?

Did they use a quiet voice or a loud voice?

Did they sound happy? Excited? Calm? Peaceful?

How did the group react to what they did?

Leader name:

What was the activity about?

Did the leader stand up or sit down?

Did they use a quiet voice or a loud voice?

Did they sound happy? Excited? Calm? Peaceful?

How did the group react to what they did?

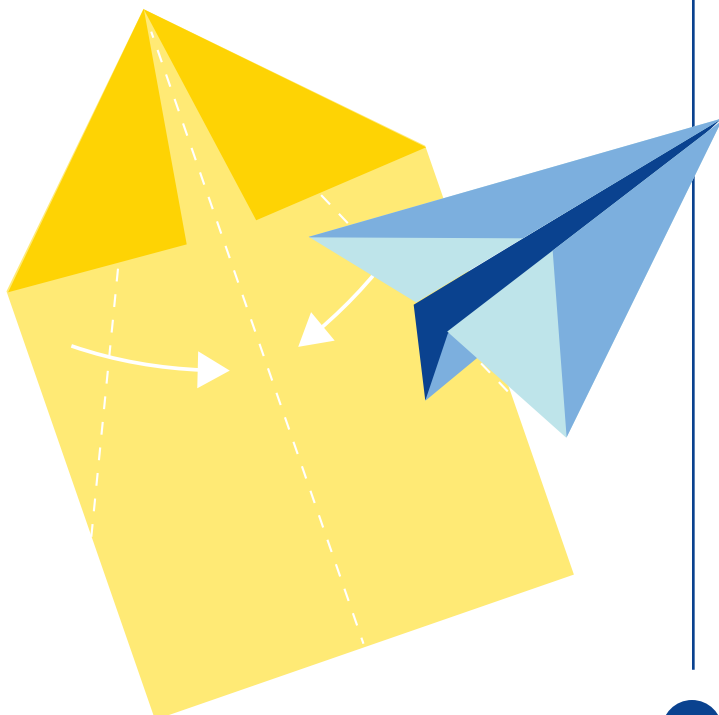
What did you learn? Ask your leaders about why they ran the activity the way they did. Would they do it the same way next time?



I choose this.

I completed this on

/ /



Challenge activity: Master of instruction

Listen up. Sit down. Grab a pen.

When you're leading others you'll be giving tons of small instructions all the time, probably without even realising. Let's think about how to give instructions everyone understands.

Choose a small group and let them know they have to follow the instructions exactly as



you say, even if they seem odd. For example, if you say draw a triangle, but you don't say where, they could draw on a table with their finger.

It's best to do this activity with other Guides, rather than Rainbows and Brownies. If a group of you are doing these activities, make it into a competition and see who can give the best instructions.

Choose 1 of the options below and explain how to do it:

- **How to draw a cat**
- **How to fold a paper airplane**
- **How to do a dance**

What happened? Were you able to give clear instructions, or did some people not follow them as you expected? When you're giving out instructions it's good to stop and check that everyone understands what they need to be doing. And remember, younger Rainbows and Brownies often find shorter instructions easier to follow.

Try it this way:
The unit meeting activity 'instruction disruption' (skills for my future) is a fun way to explore this topic. If you do that activity, you can tick this challenge off as done.

Here are some fun ways you can get feedback.

Choose a new activity or game to lead with a small group or your whole unit. Before you run it, explain you want the group to tell you what they liked or didn't like afterwards.

Run the activity and ask their thoughts! Think about how you'd use the feedback in the future. Would you run the game again? Would you change it? Or maybe try something completely different? Brilliant! Using feedback to grow is the sign of a tip-top leader.

- **High five rating – ask people to hold up their fingers to show how much they enjoyed the activity – 1 for not very much, up to 5 for brilliant.**
- **Treasure or trash – draw a bin on 1 piece of paper and a treasure chest on another. Ask the group to tell you which parts were good (treasure) or something that didn't work for your group (trash). Note it down.**

I choose this.

I completed this on

_____ / _____ / _____



**Challenge activity:
It's listening time**

Feedback is the comments, ideas and suggestions you get from people in response to something you've done. As a leader, listening to feedback is really important. So let's practise.

- **5-word challenge – ask your group to give feedback using exactly 5 words. Or you could use 10 words or even 5 pictures depending on what works for your group.**

I choose this.



I completed this on

_____ / _____ / _____

Lead! – Leadership in action

Now is your chance to put your leadership skills into action.

You need to complete **15 tasks in total** to achieve your Guide leadership in action badge. Choose 2 tasks from each leadership area. The rest can be from any area or you can even create some tasks of your own. You can record them all here.

Leadership area		Task	Date	Signed
 The leader I want to be	1			
	2			
 Keeping safe	3			
	4			
 Making a difference	5			
	6			
 Planning activities	7			
	8			
 Running activities	9			
	10			
	11			
	12			
	13			
	14			
	15			

The leader I want to be



Choose and do at least 2 tasks from this leadership area.



Leadership in action
Bring the fun

Be the first to jump into an activity in an enthusiastic way.



Leadership in action
Teach a skill or hobby

Show someone how to do something you're already good at.



Leadership in action
Help create some patrol or unit guidelines

Together decide how you're going to live your promise - you could try one of these activities. **'Captain's orders!'** (Rainbows), **'rule-makers'** (Brownies) or **'games maker'** (Guides).



Leadership in action
Share an experience you've had of leadership outside of guiding

You could do a presentation, talk, activity... whatever works for you.



Leadership in action
Ask for feedback after running an activity and act on it

If someone gives you advice after an activity, use it to make changes, so the next one's even better!



Leadership in action
Give feedback to someone else

Tell one of your leaders or another Guide why they're a great leader.



Leadership in action
Help someone achieve a guiding goal

Help them to work out what they need to do to get a section award or help them with an interest badge.



Leadership in action
Spread kindness

Get all members of your group (patrol or whole unit) to write or say kind things to one another to build their confidence. You could use the unit meeting activities **'big up a Brownie'** (for Brownies) or adapt **'power of positivity'** for Guides.



Keeping safe



Choose and do at least 2 tasks from this leadership area.



Leadership in action **Do a safety check**

Before running an activity, look around your space and think about anything that could hurt others. Now take steps to make sure you're safe to carry on.



Leadership in action **Look out for other people in your unit**

Make sure they are happy, and know who you can talk to if someone seems upset or unwell.



Leadership in action **Run a wellbeing activity**

You could do this with a small group or your whole unit. Have a look at some of the be well unit meeting activities to help you or come up with something of your own.



Leadership in action **Put your safety tips into practice**

Make sure people are following them and keeping themselves and others safe when doing activities.



Leadership in action **Get everyone ready to go outside**

Think about safety precautions including checking if they've put on the right shoes and clothes for what you're doing, they're using sun cream if needed and they know where they're going.



Leadership in action **Take part in a fire drill**

Make sure you know how to get out of your meeting place calmly and safely and can lead others to a safe place.



Leadership in action **Help to take the register**

It's important to know who's at your meeting. Can you think of a way to make this more fun? Perhaps you could ask a question (like favourite colours) for each girl to reply with?



Making a difference



Choose and do at least 2 tasks from this leadership area.



Leadership in action
Help keep your unit resources tidy

Clear out your unit storage box or cupboard and make sure everything is in its place.



Leadership in action
Welcome a new person to your unit

Be friendly, show them around, and help them feel part of the group.



Leadership in action
Explain the promise to someone

Be a buddy and support someone who's unsure about their promise. Help them to learn the words to the promise and law and to understand what it means.



Leadership in action
Create something to help make your unit more inclusive

This could be a poster, a game, a checklist, or something else that will help to support others.



Leadership in action
Help someone who's feeling sad or a bit down

Remember small acts of kindness can make a big difference.



Leadership in action
Help someone with a task they find difficult

Share some song lyrics, help someone find the right resource or help them try and figure out how to do something - be that helping hand we all need sometimes!



Leadership in action
Do something to improve the area you live in

Can you or your unit do anything to help make your local area a better place? You could use the take action theme for inspiration.



Leadership in action
Organise a kindness challenge

Get everyone in your unit to do 1 kind thing for someone else during your meeting.



Leadership in action
Create a 'feel good wall'

Ask everyone in your unit to stick up thank you notes, ideas they use to help their well being and inspirational quotes and pictures.

Planning activities



Choose and do at least 2 tasks from this leadership area.



Leadership in action **Join a planning meeting**

Take part in a unit or patrol planning meeting and share your ideas.



Leadership in action **Help someone else plan an activity**

Work together to make a list of what you need, who is going to lead what, and what you'll do.



Leadership in action **Find a new way to get ideas from girls in your unit**

You could have a look at the participation on a plate resource on the Girlguiding website to help you. Try out your new method, and then share all the ideas with your leaders.



Leadership in action **Organise all the resources for a full meeting**

Find out what activities you are doing, and what equipment and resources you'll need. Then put everything in an easy-to-grab order ready to go.



Leadership in action **Research an activity**

Choose a theme or topic that your unit has decided to do. Then find an activity and plan out how to run it.



Leadership in action **Plan a whole unit meeting or longer activity**

Work together with other young volunteers, leaders or Guides to decide what you'll do and who will run each part.



Leadership in action **Organise and prepare the resources for an activity**

Cutting, sticking, setting up goal posts – whatever you need to do to prepare for an activity, get going, so when the time comes you're ready.



Leadership in action **Start a suggestion box**

Collect ideas from others, so everyone feels heard. Use these ideas to help you plan what activities you want to do, and how to make your unit better!



Running activities



Choose and do at least 2 tasks from this leadership area.



Leadership in action
Take the lead in running 2 different games for your unit

Run an old favourite or find something new! Splat or telephone or giants, wizards and elves. There are so many options to choose from.



Leadership in action
Create a resource of your unit's favourite games

Find out what games others in your unit enjoy and write down how to play them. Make a handy list for future meetings!



Leadership in action
Take the lead in running a unit meeting activity for a small group

Read through it, prepare what you need, and give it a go.



Leadership in action
Take the lead in running a skills builder activity with a small group

Choose a skills builder activity to dive into. What will you choose? Explore, make change, live smart, network, communicate, first aid or something else?



Leadership in action
Create and lead your own activity

Plan something from scratch - it could be cooking, craft, games, acting, singing, dancing - whatever you like!



Leadership in action
Run a team-building activity with a small group or your patrol.

Think about how you can find out more about one another and grow to trust each other.



Leadership in action
Support your patrol to complete activities

Work together to complete a skills builder or a selection of unit meeting activities together.



Leadership in action
Adapt a unit meeting activity or skills builder activity

Make sure the activity will work for your group. You could add or remove something to make it more inclusive or change a part that doesn't quite fit.



Leadership in action
Reflect on an activity you've led

Think about what went well and what didn't. Is there anything you'd do differently next time?

What's next?

This doesn't have to be the end of your leadership journey...

Remember, leadership is a skill you develop and grow throughout your life. So, keep putting your new skills into practice and you'll see your confidence grow and grow.

Now what?

Below are some other things you could do to continue your leadership journey:

- **Work towards your Guide camp permit.**
- **Complete the lead skills builder.**
- **Try out the Guide Eco award.**
- **Start your Duke of Edinburgh's Award (age 13+).**
- **If you aren't already, find out about becoming a Rainbow or Brownie helper.**
- **Support someone else who's doing ready, set, lead.**
- **Ask your leaders about other opportunities to take the lead!**

About to move on from Guides? Discover and explore even more empowering leadership by:

- **Becoming a young leader and doing the young leader development programme.**
- **Becoming a peer educator.**
- **Joining Rangers for more adventures and leadership challenges.**

Creating this resource has helped us to become confident leaders. We hope you feel more confident now too. We're sure you're an amazing leader who's really making a difference in your unit.

Now it's your time to shine - go and be the leader you dream of being!

