



A Staff Training Activity

Michael Brandwein

One of the important rules of leadership is that a clear vision of our expectations helps us in several big ways:

- a) **It's easier to praise**, because when we know what we're looking for we are more likely to see it.
- b) **It's easier to be a good role model**, because we know what behaviors we are trying to teach.
- c) If a group is having problems, **it's easier to diagnose what it needs** if we know what would make the group better.

When we use the term “healthy group,” we mean a group that is acting in ways that help its members have fun, learn, develop good relationships, feel safe and respected, and fully experience the benefits of camp.

So here are the two key questions:

1. What does a healthy group look like?

- What do you see its members doing?
- What positive behaviors do you see?


2. What does it sound like?

- What do the group members say?
- What kinds of statements or questions do you overhear when you listen to a healthy group?

Here are a few examples.

A Healthy Group Looks Like	A Healthy Group Sounds Like
<ol style="list-style-type: none">1. Campers take responsibility for the chores needed to run the group.2. Campers follow directions the first time a leader says them.	<ol style="list-style-type: none">1. "Join us."2. "I'm sorry."3. "Please."

Now you list some more, please. Remember: as always, the more specific you can be, the clearer your vision and expectations and the more likely you'll get the three benefits that we identified on the other side of this sheet.

A Healthy Group Looks Like	A Healthy Group Sounds Like
	

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