

INTRODUCTORY INTERVIEW



THE CANADIAN GENERAL COUNCIL OF
THE BOY SCOUTS ASSOCIATION
OTTAWA, CANADA

GUIDE TO INSTRUCTORS



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Editor's Note:

The reader is reminded that these texts have been written a long time ago. Consequently, they may use some terms or express sentiments which were current at the time, regardless of what we may think of them at the beginning of the 21st century. For reasons of historical accuracy they have been preserved in their original form.

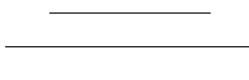
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Introductory Interview

A Guide to Instructors



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THE BOY SCOUTS ASSOCIATION**
Ottawa, Canada
~ 1958

Foreword

“We would like you to come into Scouting. It won’t take much of your time; not more than a couple of hours a week. There is really nothing to it!” How many people have been brought into Scouting on the basis of this appeal? Far too many, we feel; with the result that many have taken the first opportunity to get out.

Scouting is a big and important job. There **is** plenty to it and, for the majority, it requires much more than a couple of hours a week to do the job that needs to be done.

In putting across this Introductory Interview to people coming into Scouting, stress the importance of the job, and the need for people who are prepared to give their time, talents and energy to it. Stress too, that every adult who joins the Movement — in whatever capacity — is a leader, and that the job of the Group Committee man or the man who serves on the Finance Committee or the District Executive Committee is just as important to the success of the Movement as is the man who is actually leading the boys. A chain is only as strong as its weakest link and unless every man — each in his own place — does the best job possible, the full benefit of the Scout programme will not be carried to the boys within the Movement and neither will the Movement be fulfilling the obligation which we feel it must assume, of giving every boy in Canada, who wishes to do so, the opportunity of sharing in our programme.

Purpose

Simply stated, the purpose of the Introductory Interview is to orient potential Scouters to the Movement by explaining what Scouting is and does, and where the adult Leader fits in.

Provided the purpose of the interview has been achieved, the potential Scouter then has the option to accept or reject a Leadership role in the Association. Should he elect to become a registered Scouter, he is then in a position to do so on a basis of understanding rather than misconception. Far too many people have been brought into the Movement without a clear understanding of what is involved.

When a positive and honest approach is used to introduce a new person to the Movement, a more effective contribution from this person may be realized.

Notes for Instructors

1. The Introductory Interview is to be conducted immediately after a Group Committee has selected a potential Scouter and before the Commissioner signs the “Application for Appointment and Registration as Scouter”.
2. This interview should be conducted on an individual or person to person basis, preferably in the home of the potential Scouter.
3. The person conducting this interview must be qualified by experience, possess up-to-date knowledge and have the ability to interview adults with discretion.
4. Wherever possible, the Interview should be conducted by more than one person, if only to break the monotony of one voice.
5. The Interview should be conducted in an “easy chair atmosphere” — e.g. — a living room or den.

6. This Interview attempts to impart a great deal of information in a relatively short period of time. Therefore, careful preparation is most essential. It must be recognized that this is merely an interview and any attempt to cover too much material will only serve to confuse, rather than enlighten, the candidate. Home-made visual aids such as flip charts, drawings, photographs, etc., will more than compensate for the time and effort required to produce them.
7. Emphasize the following at the beginning of the Interview:

The key to the success of Scouting depends to a very large degree on two factors. The selection of the right people in the first instance, and in the second, the education of these people in the purpose and techniques of Scouting.

Scouting needs men and women of high calibre, who are conversant with the skills of Leadership, the techniques of the Scout method of training, and above all, who understand the Aim and Principles of the Movement.
8. Experience indicates that the Introductory Interview can be adequately covered in one and a half hours. However, rigid timing of sessions is not essential.
9. Following each session, allow a few minutes for questions and discussion. Within reason, the instructor should not attempt to cut short side issues if questions and discussion stray from the syllabus. It must be recognized that at this stage we must endeavour to answer the questions uppermost in the candidate's mind. If required, a second evening may be devoted to observing a Section in action. The Section visited should be the Group nearest to the candidate.
10. Do not use abbreviations in conversation.
11. Where unavoidable, the Interview may be given to more than one candidate. At no time however should this group exceed eight candidates. Remember, the Interview is designed to be conducted on a person to person basis.
12. In the case of newly formed groups, the Interview may be presented to the members of the Group Committee and Scouters, following the **appointment** of the Group Committee and **selection** of Scouters, but prior to the recruitment of boys. In this situation it will be necessary to divide into smaller groups for certain sessions dealing specifically with Pack, Troop or Crew programme.
13. At the conclusion of the interview, notify the appropriate Headquarters of the results, giving name and address of the candidate and date completed.

THE MATERIAL CONTAINED IN THIS BOOKLET HAS BEEN PREPARED AS A GUIDE AND, AS SUCH, IS CAPABLE OF ADAPTATION.

Syllabus

History of Scouting	5 minutes
Aim and Principles of Scouting	20 minutes
Basic Books	15 minutes
Scouting Terminology	5 minutes
Methods	20 minutes
Resources available — Organization	15 minutes
Training	<u>10 minutes</u>
	1 hour 30 minutes

Equipment

Sufficient copies of the following:—

Policy, Organization and Rules.

Your Personal Training Plan — Pamphlet.

Scout Group Sponsors — Pamphlet.

Names, addresses, telephone numbers of —

-Group Committee Chairman

-Other Scouters in Group

-Council Officials

Stores department Catalogue.

Scout Leader Magazine.

Pack Scouters

Wolf Cub's Handbook.

Pack Scouter's Handbook.

Games Book. (selected from current catalogue)

Troop Scouters

Scouting for Boys.

Troop Scouter's Handbook.

Games Book. (selected from current catalogue)

Working the Patrol System — Pamphlet.

Crew Scouters

Rovering to Success.

Crew Scouter's Handbook. (unavailable)

Rover Scouts — Pamphlet.

History of Scouting

Time 5 minutes

NOTES FOR INSTRUCTORS

It is advisable in a presentation of this nature to begin at the beginning. Therefore, this interview should commence with a **brief** historical outline.

Your comments should be presented in two parts. Remember, that at this particular point dates are not essential, other than 1907.

PART I

Deals with events leading up to 1907. The reason for the production of “Aids to Scouting”. How material contained in this publication was used by Leaders of Youth Groups in Great Britain. The experiment conducted at Brownsea Island. The production of “Scouting for Boys”. How this book was intended as a handbook for existing organizations, but how boys formed separate Boy Scout Troops — and the Movement was born.

PART II

Deals with events following 1907, up to the present day. How, with the production of “Scouting for Boys” the Movement spread rapidly throughout the world. How younger boys, pressing to get into the Movement, brought about the formation of the Wolf Cub Section. Similarly, older boys and the Rover Scout Section. How Scouting started in Canada — almost simultaneously with that in the United Kingdom. The Act of Incorporation in 1914. Present membership in Canada and in World Scouting.

The Aim of Scouting

Time 20 Minutes

Read Rule I of P.O. & R. with candidate.

- | | |
|---------|---|
| Explain | Methods employed to train boys in habits of observation. |
| Explain | How we inculcate loyalty and thoughtfulness for others. |
| Explain | The slogan “Do A Good Turn Daily”. |
| Explain | What services useful to the public are taught and the methods employed to teach them. |
| Explain | How we promote the physical, mental and spiritual development of boys. |

Basic Books

Time 15 Minutes

Table the books and explain where they may be procured and their cost.

Open P.O. & R. and **briefly** review chapter headings.

For Pack Scouters —

Open Wolf Cub’s Handbook — Pack Scouters’ Handbook, **briefly** review Chapter headings.

For Troop Scouters —

Open Scouting for Boys — Troop Scouters’ Handbook, **briefly** review Chapter headings.

For Crew Scouters —

Open Rovering to Success — Crew Scouters’ Handbook, **briefly** review Chapter headings.

Open suitable games book and briefly review contents.

Scouting Terminology

Time 5 Minutes

1. Turn to inside front cover of P.O. & R. and review the definitions listed.
2. Turn to page 2 of P.O. & R. and review abbreviations. Also, define titles.

For Pack Scouters — explain and/or define, Tenderpad, First Star, Second Star, Going-up, Jungle Atmosphere, Jungle Names, Grand Howl, Sixer, Second, Six.

For Troop Scouters — explain and/or define, Tenderfoot, Second Class, First Class, Queen's Scout, Going-up, Patrol System, Troop Leader, Patrol Leader, Patrol Second, Court of Honour, Troop Advancement to Rover Scouts.

For Crew Scouters — explain and/or define, Tenderfoot, Probationary Stage, Training Stage, Service Stage, Advancement and Acceptance, Questing, Progress Badge, Mate, Crew in Council, Crew, Leave Taking.

Methods

Time 20 Minutes

FOR ALL CANDIDATES

Read Rules 2-10 of P.O. & R. with candidate.

FOR PACK SCOUTERS

Open "Wolf Cub's Handbook" at 'Part III'.

Briefly review contents.

Some characteristics of boys — Open "Pack Scouter's Handbook" Chapter I — Pages 12/16.

Briefly review contents.

FOR TROOP SCOUTERS

Open "Scouting for Boys" at 'Appendix'.

Briefly review contents. Pay particular attention to the Charts.

Some characteristics of boys — Open "Troop Scouter's Handbook" Chapter II.

Briefly review contents.

FOR CREW SCOUTERS

Open "Rovering to Success" at 'Rovering'.

Briefly review contents.

Pay particular attention to the Chart.

Organizational Resources

Time 15 Minutes

NOTES FOR INSTRUCTORS

Scouting's Adult Education Programme is specifically planned to meet the need of each Leader. It is flexible enough to reach all Leaders, whether they receive training in groups, by personal coaching or by home study.

The training of volunteers is conducted by Councils. The success of any Council's training plan will be determined by how well it is carried out in the Districts. Experience has proven that the training should be done in the Districts, under the supervision of the Training Committee. The Council's plan for training should be flexible enough so that training is made available where Scout Groups exist and where Scouting happens.

Give candidate pamphlet "Scout Group Sponsors". Review **briefly**.

Briefly review P.O. & R. — Rules 63, 64, 65, 66, 67, 68.

Present candidate with a sketch or Chart of local organization, showing District Council, Executive Committee, President, Commissioner and his Assistants, Operating Committees.

Give names, addresses, telephone numbers, appointments of the persons potential Scouter would be dealing with. Indicate who is his immediate contact.

Training Resources

Time 10 Minutes

Give candidate pamphlet "Your Personal Training Plan". Review **briefly** Basic — Wood Badge — Extension Training, Scouters' Club, Conferences, Magazines — Show candidate a copy of "Scout Leader". Refer to books in Catalogue.

Explain purpose of visits to Sections from Commissioner Staff.

If a Basic Course is in the offing, inform potential Scouter of date, time, location and duration.