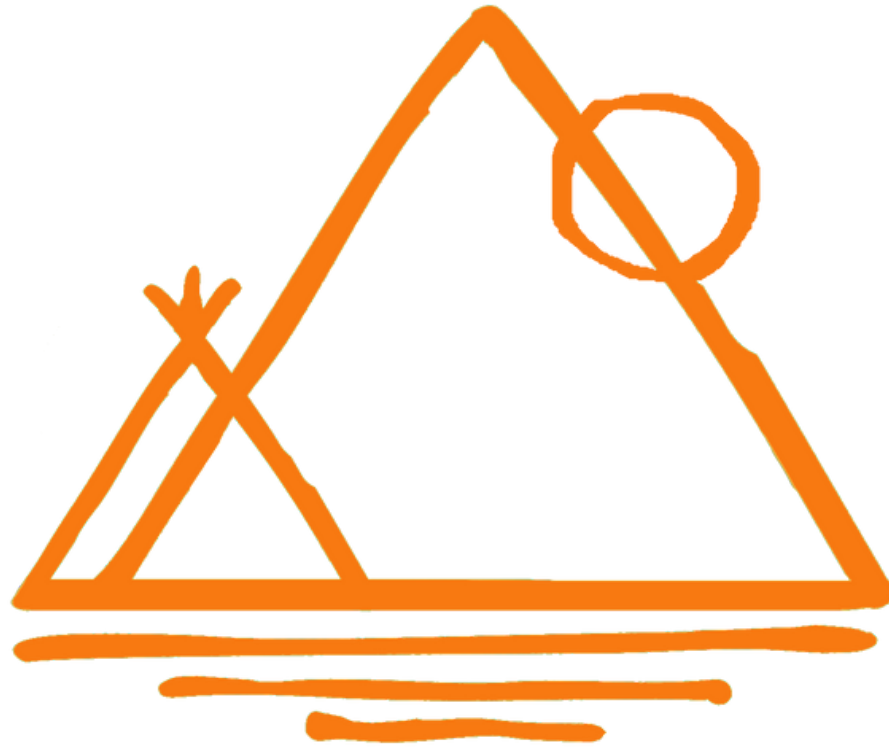




THAT CAMP GUY

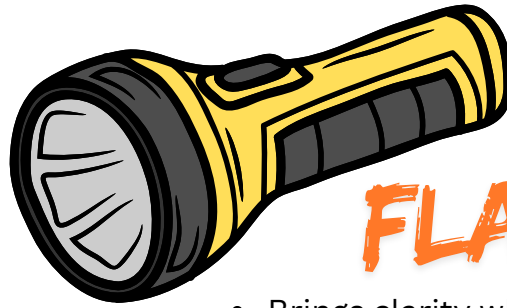
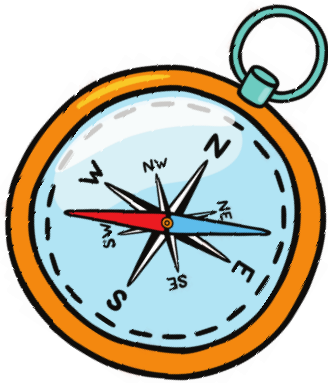
LEADERSHIP TOOLKIT

THE 5 LEADERSHIP ROLES

STEWARDSHIP IN ACTION

COMPASS

- Keeps the group aligned to their shared vision.
- Sets intentions
- Tracks overall direction
- Ensures activities match goals

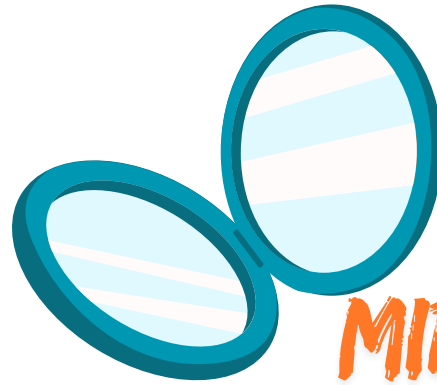


FLASHLIGHT

- Brings clarity when things are confusing.
- Offers insight
- Encourages critical thinking
- Helps others see options clearly

PACK CARRIER

- Carries weight so others can shine.
- Steps in to support others
- Handles extra tasks quietly
- Brings calm and reliability

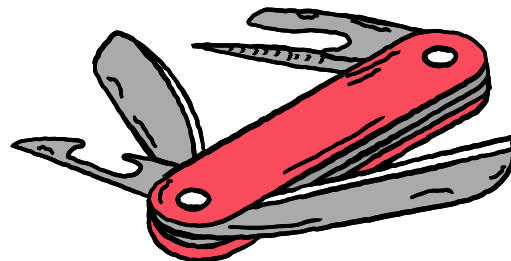


MIRROR

- Reflects back what's really happening
- Brings awareness to group dynamics
- Encourages honesty and growth
- Helps celebrate wins and name tensions

MULTI TOOL

- Offers creative, timely solutions.
- Keeps things moving forward
- Encourages collaboration in problem-solving
- Helps others grow by involving them



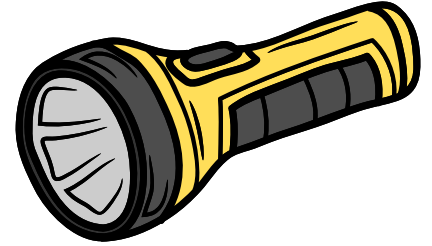
REFLECTION WORKSHEET

WHICH KIND OF LEADER ARE YOU?

COMPASS

I help keep the group focused and on track.

- ☐ This sounds like me!
- ☐ I want to try this role next time.



FLASHLIGHT

I bring clarity when things get confusing.

- ☐ This sounds like me!
- ☐ I want to try this role next time.

PACK CARRIER

I support others and help carry the load.

- ☐ This sounds like me!
- ☐ I want to try this role next time.



MIRROR

I reflect what is going on and help people grow.

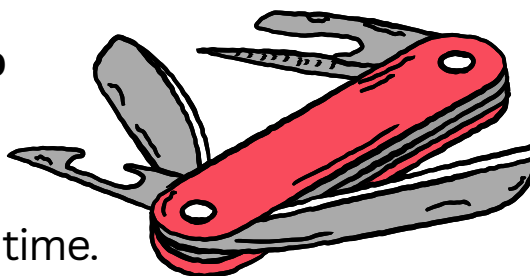
- ☐ This sounds like me!
- ☐ I want to try this role next time.



MULTI TOOL

I solve problems and help things move forward.

- ☐ This sounds like me!
- ☐ I want to try this role next time.



FACILITATOR GUIDE

TEACHING LEADERSHIP AS STEWARDSHIP

This guide helps introduce and activate the 5 Leadership Roles for youth in camps, classrooms, and leadership workshops.

1. Introducing the Concept:

- Say: “Leadership isn’t about being in charge—it’s about serving the group’s needs.”
- Use metaphors: hiking guides, camp counselors, team anchors
- Connect to personal experience: Ask, "Have you ever helped someone without being asked? That’s leadership."

2. Role Breakdown Activity:

- Introduce each of the 5 roles (Compass, Flashlight, Pack Carrier, Mirror, Multitool)
- Use real examples from your group
- Ask: "Which role do you usually take in a group?"

3. Suggested Activities:

- Leadership Circle: Assign roles in small teams during a challenge.
- Reflection Time: Ask youth to journal or share who played each role that day.
- Rotate Roles: In each new group activity, let youth take turns practicing new roles.

4. Reflection Prompts:

- “Who showed strong Compass energy today?”
- “Who stepped up as a Pack Carrier when things got tough?”
- “Did we have a Multitool who found a great solution?”

5. Tips for Integration:

- Use the terms daily (“I saw a lot of Mirror energy today!”)
- Include in staff training to set leadership tone
- Print the youth version for ongoing use

THE 5 SHADOWS OF LEADERSHIP

HABITS AND HAZARDS

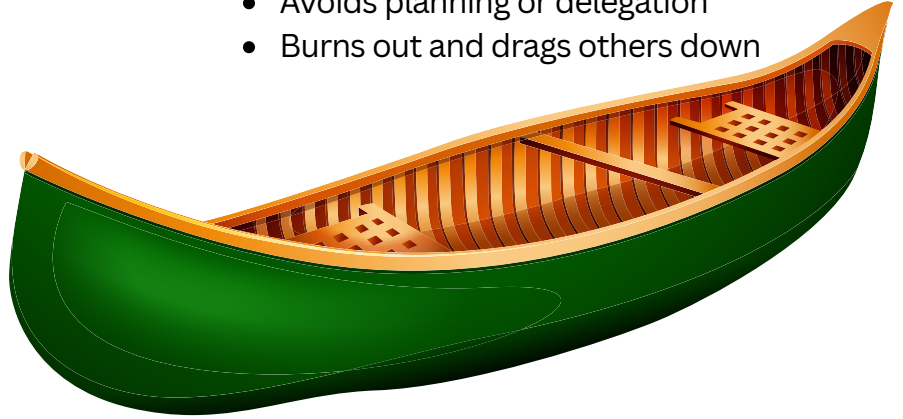
SQUIRREL

- Constantly changes plans or focus
- Lacks clear purpose or direction
- Creates chaos and confusion



HOLE-Y CANOE

- Takes on too much without help
- Avoids planning or delegation
- Burns out and drags others down



MEGAPHONE

- Talks over others without listening
- Demands obedience, not collaboration
- Uses volume instead of vision



MAGIC FIRE

- Prioritizes appearance over substance
- Doesn't follow through on commitments
- Avoids hard work and responsibility

POISON BERRY

- Manipulates or flatters for personal gain
- Hides truth and creates division
- Undermines group trust



THE 5 SHADOWS OF LEADERSHIP

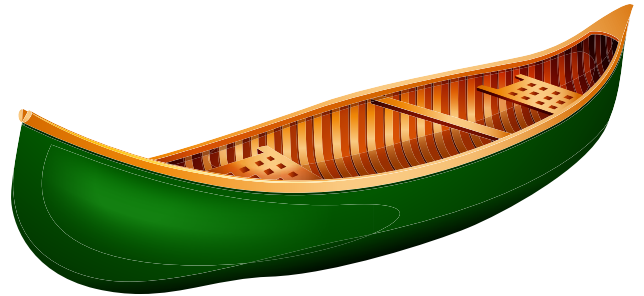
HABITS AND HAZARDS

SQUIRREL

Scattered, panics,
can't focus



- ☐ I've acted like this before
- ☐ I've seen this in my group



HOLE-Y CANOE

Tries to do everything,
but sinks

- ☐ I've acted like this before
- ☐ I've seen this in my group

MEGAPHONE

Yells instead of listening



- ☐ I've acted like this before
- ☐ I've seen this in my group

MAGIC FIRE

Looks cool, doesn't help

- ☐ I've acted like this before
- ☐ I've seen this in my group



POISON BERRY

Nice on the outside,
harmful inside

- ☐ I've acted like this before
- ☐ I've seen this in my group



FACILITATOR GUIDE

TEACHING THE SHADOWS OF LEADERSHIP

This guide helps youth recognize unhealthy leadership patterns—and grow beyond them.

1. Introducing the Concept:

- Say: “Leadership can go off track. We all have shadows—and it’s okay to notice them.”
- Use metaphors like hiking trails, cliffs, or storms.
- Emphasize that shadows aren't signs of failure, but of growth opportunities.

2. Role Breakdown Activity:

- Choose 5-7 key shadows (e.g., Fear-Mongering, Obsessing Over Optics, Talking Instead of Acting, Ignoring the Big Picture, Inability to Pivot).
- Use metaphors, visuals, or real-life examples.
- Ask: “Which of these have you seen in action? Have you ever felt pulled into one yourself?”

3. Activity Ideas:

- Shadow Skits: Act out a leadership shadow, then redo the scene to show healthy leadership.
- Hazard Hunt: During activities, pause and name shadows when they appear.
- Team Compass Check: Ask questions like: “Did we stay focused?” or “Did someone carry too much of the load?”

4. Keep the Conversation Safe and Honest:

- Avoid blame or shaming. Focus on awareness and growth.
- Say: “We all run into these shadows. The goal is to recognize them and make better choices next time.”

5. Make it Stick:

- Post a "Shadows of Leadership" poster in your group space.
- Refer back to the shadows during debriefs and team check-ins.
- Use the language during staff and youth leader training to build culture.
- Reinforce that leadership is a process, not a performance—and shadows are part of learning.