

Co-Leader II: Leader Self-Evaluation and Goal Setting

The purpose of this form is to offer a structure for thinking about how you want to lead your upcoming trip, including OA goals, personal goals, and how best to work with your co-leader(s). It is designed to help you reinforce your learning process on the trip. Please take the time to thoughtfully work through these questions, writing your answers in your journal.

After the trip, we'll ask you to revisit these goals in preparation for your post-trip debrief with a Leader Trainer.

Before the Trip

Spend 15 minutes silently journaling your responses, and then the remainder of the time sharing with your co-leader(s)

- 1) **GOALS OF OA:** These are some of the fundamental goals of OA. How comfortable do you feel with your ability to work towards these Frosh Trip goals?
 1. **Not very confident**
 2. **Comfortable with co-leader support and encouragement**
 3. **Comfortable solo in some situations**
 4. **Comfortable solo in challenging situations**
 - Co-leader communication
 - Leading Orientation Discussions
 - Leading group-level interactions (boosting morale, delegating tasks, making announcements)
 - Facilitating individual check-ins, conversations, and relationship building
 - Empowering participants to take on responsibility
 - Emphasizing safety (physical and emotional)
 - Emphasizing minimal impact camping and fostering a wilderness ethic
 - Teaching outdoor skills

- 2) **PERSONAL GOALS:**
 - How do you want to continue to learn and grow as a leader?
 - What goals did you identify for yourself at the end of your LTT or previous OA trips that you've led?
 - What actions will you need to take to reach those goals?
 - After identifying each goal, consider how your co-leader(s) can best support your growth in that area

- 3) **TRIP GOALS:** What goals do you have for the group as a whole? How will you contribute to achieving these goals? What specific goals do you have for working with your co-leader(s). What steps will you take to achieve these goals?

During the Trip: Keep track of things you want to bring up at debriefs and feedback in your journals.

- 1) **Group Nightly Debriefs** (Rose-Bud-Thorn): Do a short debrief of the group on a daily basis to help people reflect on their experience. As well as helping participants through the learning process, this helps establish how the trip goals are progressing.
- 2) **Daily Co-leader Check-ins: Check in with your Co-leaders each night on the following:**
 - How is the group doing? On an individual level? Group level?
 - How the group is responding to the trip goals? Do the goals need to be reevaluated based on the group's needs and interests?
 - How are you doing towards reaching your personal goals? How are your co-leader(s) doing about reaching their personal goals?
 - How are you doing as a co-leader team? How can you improve your co-leader communication?
 - Give & Receive co-leader feedback
- 3) **Final Group Debrief** (often in conjunction with Fill My Cups): Thoroughly tie together various trip experiences and help transfer lessons from the backcountry to life back on campus.

After the Trip

In preparation for your post-trip debrief facilitated by a Leader Trainer, revisit each of the types of goals above, and make notes in your journal:

- How effective were you at achieving the OA Goals? In which areas have you grown in confidence?
- How did your trip experience compare to your personal goals and trip goals? What personal and trip goals would you set for yourself for future trips?
- Are there any specific areas you want to ask your co-leader(s) for feedback on?
- What additional feedback do you have for your co-leader(s) that you have not already shared during the trip?