

Mentor Quick Reference Card

“Never do for a Scout what they can do for themselves.”

YOUR ROLE: COACH, NOT PLAYER

You are:

- A coach, not a player
- A guide, not a supervisor
- A question-asker, not an answer-giver
- A safety net, not a rescuer

Step in when:

- Safety is at risk
- SYT policy violated
- BSA policy broken
- Beyond Scout's maturity
- Scout asks after trying

MOST POWERFUL COACHING QUESTIONS

- “What do you think should happen next?”
- “What are your options?”
- “What’s working well? What could be better?”
- “What did you learn from that?”
- “How would you do it differently next time?”
- “What support do you need?”
- “Who else could help with this?”

EDGE TEACHING METHOD

Step	Method	What you do
E	Explain	Describe what needs to be done and why
D	Demonstrate	Show them how to do it
G	Guide	Let them try while you observe and coach
E	Enable	Step back — let them do it independently

3 MAGIC DEBRIEF QUESTIONS

1. **“What went well?”** — Start positive
2. **“What would you do differently?”** — Growth mindset
3. **“What did you learn?”** — Make it stick

CHECK-IN SCHEDULE

When	Format
Weekly	10–15 min quick check at troop meetings
Monthly	20–30 min deeper conversation
As needed	Available for questions anytime

SYT REMINDERS

- Never alone with a Scout
- Two-deep leadership always
- Meet in public view
- All communication appropriate
- Mandatory reporting if abuse suspected

COMMON SCENARIOS

Scout says...	You say...
“I don’t know what to do”	“What do you think might work? Who could you ask?”
“This is too hard”	Listen, validate, problem-solve together
Not following through	“Help me understand what’s getting in the way.”
Conflict between leaders	“How do you think you should address this?”
Scout succeeds!	Celebrate specifically — name what they did

REMEMBER

- Mistakes = learning opportunities
- Struggle = where growth happens
- Questions > answers
- Process > perfection
- Their success = your success
- **Coaching, not doing — always**

Full guide: *Youth Leader Mentor Training Guide*