

## Self Assessment Tool for GSCNC Trainers

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Self-assessment offers you the opportunity to reflect on your own skills and competencies and to plan your self-directed growth. Please take an objective look at your knowledge and skills in each of the competency areas and rate yourself as accurately as you can. This self-reflection may help you see how to work more effectively and will help you focus on ways in which you can grow as a trainer. When you have completed the self-assessment, you should be prepared to develop your annual and triennial goals for growth as a GSCNC Council Trainer (to be developed on End of Year Report).

**Please make a copy of this form for your records and return the original to your ATM, along with your other Recertification materials.**

The rating scale below uses the following scale:

- 5 Indicates a very high level of knowledge, skill, or participation
- 1 Indicates a very low level of knowledge, skill or participation.

Knowledge or Skill	Knowledge and/or Skill Level				
	5	4	3	2	1
<b>GSUSA Competencies</b>					
Examining the philosophy of adult education in Girl Scouting					
Understanding adult learning styles					
Identifying training styles					
Identifying all planning factors needed prior to designing and implementing a training session					
Using needs assessment tools, collecting data and analyzing data					
Developing SMART learning objectives					
Knowing the sequence of training designs					
Choosing appropriate training techniques					
Learning and processing ELC					
Giving and receiving feedback					
Incorporating inclusiveness into training through activities and adaptations					
Assessing group dynamics					
Examining the five levels and functions of evaluation					
<b>Support for the GSCNC Mission</b>					
Subscribes to and supports GSUSA and policies and standards for inclusiveness					
Maintains a positive interest in and attitude towards the job					
Plans sufficient time to devote to training others					
Maintains an open attitude toward new ideas					
Displays the ability to plan and work with other trainers to team train					

Creates an atmosphere for adult learning					
Creates participatory learning designs					
Projects excitement in platform skills					
Participates in area or council-wide events for trainers					
Participates in planning area training event					
Actively gives support to meet the training needs of the Council					
Incorporates activities into training design that teach inclusiveness, core values, and adult generated income					
Works as a partner with the ATM and with Council training staff					
<b>Knowledge of Girl Scouting</b>					
The foundations of Girl Scouting					
The Four Program Emphases					
The Core Values of Girl Scouting					
The Five Program levels					
GSCNC Programs for girls (Beyond the troop, Patch Programs)					
GSUSA/WAGGGS structure					
Leader's Digest, Blue Book of Basic Documents 1997					
Safety-Wise, 1993 with updates					
GSCNC Policies					
GSCNC Standards and Guidelines					
GSCNC Goals					
GSCNC Programs and Publications					
Troop management and GAP					
Progression					
Health and Safety					