



Volunteer's Guide to the Junior True North Award*

Find tips and ideas to help guide Girl Scouts through this award program.

Facilitator overview: This guide will help you support Junior Girl Scouts in earning the True North award. You may be supporting just one Girl Scout, a few, or a larger group—adjust your delivery and language accordingly.

Remind Girl Scouts that during each step, they should use the **Courage Plan** worksheet to capture their thoughts and reflect on their experience in any way they like.

Remember that your role in this award is to support Girl Scouts, not to evaluate them or to provide feedback. Your role is to create a space that allows Girl Scouts to share authentically and vulnerably. **ALL values, courageous acts, and approaches are valid, no matter how big or small.** Keep it girl-led and applaud Girl Scouts' efforts without directing or judging their choices. DO, however, help (but only as needed) with specific items, such as building a plan or choosing first steps.

Before you begin, consider doing the thought work of steps 1 and 2 yourself. Doing so will give you insight into stumbling blocks your Girl Scouts may encounter and prepare you to address any issues that may arise.

Step 1: Explore your values

• 30–40 minutes

Ask: What values are most important to you?

Share: Your personal values guide a lot of the decisions you make. Your character grows stronger every time you use your values to make choices. It's like building any skill—the more you practice using your values, the easier it gets. In this step, you'll identify the values that matter most to you.

Guide: Help Girl Scouts understand what values are and are not. Explain that values aren't just things you care about; they're personal qualities or beliefs that support the things you care about. For example:

- Being on a sports team isn't a value, but teamwork is.
- Having friends isn't a value, but inclusion is.

- Getting good grades isn't a value, but dedication is.
- Cleaning your room isn't a value, but responsibility is.

Guide Girl Scouts to identify three to five things they care about most, then to dig deeper to find the core values within those things. Help with vocabulary (pinning down ideas can be tough!). Consider sharing examples from your own life to provide a real-world framework.

Sample activities (see award overview for details):

- **Share stories about values.** Help Girl Scouts come up with some examples prior to the discussion—it may be tough to summon ideas on the spur of the moment.
- **Live the Girl Scout Law.** Help Girl Scouts identify personal connections to the Law but don't help them decide which items feel most important—leave that up to them!

PAUSE TO REFLECT: Ensure Girl Scouts have filled out the **Courage Plan** worksheet before moving on to step 2.

Step 2: Choose a goal that matters to you

• 30–40 minutes

Ask: How can you show your values in action?

Share: Now that you know your values and how they help you build your character, it's time to find a courageous moment! This is an opportunity for you to practice using your values. Choose an action that matters to *you*—it doesn't have to seem big to others.

Guide: Explain to Girl Scouts that the purpose of this step is NOT to think of the biggest, bravest thing they can do (unless that's what feels right to them, of course). It's to choose ANY goal that reflects their values and that feels a little scary. It could be something quick, like asking for help in a school subject that's worrying them or talking to a family member about becoming more independent. Or it could be something a little longer-term, like practicing to try out for a sports team, a play, or a music group.

*Detailed choice activities, meeting tools, and additional resources and materials can be found within the Volunteer Toolkit on my.girlscouts.org.

Emphasize that Girl Scouts are in a safe space where they're 100% free to follow their hearts. Tell them that your role (and that of any other Girl Scouts who may be participating) is to support and applaud, not critique or judge.

Girl Scouts should let their values guide their path and find the courageous act that feels most meaningful to them. Remind them that being true to themselves when sharing their ideas is a courageous act in itself!

Sample activities (see award overview for details):

- **Create your personal courage map.** Help Girl Scouts brainstorm ways to show courage and then to identify their top choice.
- **Explore courage as a group.** Help facilitate the group discussion, but take a back seat if the conversation seems to be going well without you.

PAUSE TO REFLECT: Ensure Girl Scouts have filled out the **Courage Plan** worksheet before moving on to step 3.

Step 3: Make a plan

- **30–40 minutes**

Ask: How will you put your plan into action?

Share: You'll need three important things to get ready for your courageous act—a practice plan, people to help you, and ways to feel calm and strong. When you combine all three, you'll be prepared to act!

Guide: Girl Scouts may vary in their planning experience and abilities. Help with practical aspects of the following activities as needed, but continue to refrain from judging the content. If a Girl Scout specifically asks you for content-related feedback, gently redirect by asking questions such as, "Does this feel important to you?" "Are you happy with this plan?" "Will doing this thing require courage?" "How will you feel when this is done?" Help them see that they can trust and depend on their own thoughts and feelings.

Required activities (see award overview for details):

- **Break it down.** As Girl Scouts make their plans, remind them that plans don't always work out perfectly—in fact, they usually don't! Have them think about various scenarios and consider what they'll do if things don't go exactly as envisioned.
- **Find support.** This step asks Girl Scouts to form a support system. If Girl Scouts don't feel comfortable sharing their goals, they may skip that part of the step. But it's important for them to do the mental work of thinking about who they *could* talk to, if needed.

- **Take care of YOU!** Support Girl Scouts in developing strategies to look after their well-being throughout the planning process.

PAUSE TO REFLECT: Ensure Girl Scouts have filled out the **Courage Plan** worksheet before moving on to step 4.

Step 4: Act with courage, confidence, and character

- **time varies**

Ask: Are you ready to act?

Share: You've done the work—you know your values, you've picked your courageous moment, and you've practiced until you feel ready. Now comes the exciting part—it's time to act!

Guide: Remind Girl Scouts that making their move is courageous, regardless of the outcome, and applaud the work they've done to get to this point. Explain to them that they'll earn their True North award after they complete the first step in their plan, but that they'll get the most personal value if they see their plan through to completion. Tell them that you'll be there to support them and cheer them on until the end. Consider setting a check-in schedule—it could be every troop meeting, once a month, or even quarterly, depending on the activity.

Required activity:

- **Act with courage.** Have Girl Scouts perform their acts of courage, confidence, and character.

PAUSE TO REFLECT: Ensure Girl Scouts have filled out the **Courage Plan** worksheet before moving on to the award overview process.

Award Overview: Reflect and grow

- **20–30 minutes**

After all steps are complete, guide Girl Scouts to think about their True North award experience as a whole and ask themselves how they've grown as a leader. Questions could include:

- **What worked:** What are you most proud of?
- **What challenged you:** How did you respond and grow past any obstacles?
- **What's different:** How have these experiences changed your understanding of leadership?
- **What's next:** How and when will you use your strengthened courage, confidence, and character in your day-to-day life?

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