



Managing Conflict and Discipline

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3 Keys to Success

Communication

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What can I do to help?

Different Abilities

- Every Scout has needs
 - To be successful
 - To be accepted socially and emotionally
- It takes a village
 - Trained Leaders
 - Parents
 - Back-Ups



Managing Conflict

- ◉ Be aware of yourself
- ◉ Be aware of others
- ◉ Set the scene for cooperative solutions
- ◉ Set clear boundaries / limits and enforce consistently
- ◉ Follow BSA Youth Protection Training Guidelines

Approaches

- Cooperative Approach
- Direct Approach (Must Stop Now - Freeze)
 - Typically when safety is involved
 - This is what is expected
 - This is what you are doing
 - This is why you must stop and change

Cooperative Approach

- Actively Listen

Seek first to understand, then be understood

Connects us with others

It helps us make decisions and solve problems

Don't let the heat of the moment take over you
Sometimes you need to take a break to get to a
“good place” first

focused, fed, warm, cool, no headache, etc.



Discipline

**The word discipline means to impart knowledge and skill – to teach.
However, it is often equated with punishment and control.**

Effective discipline:

- Given by an adult with an affective bond to the scout
- Consistent, close to the behavior needing change
- Perceived as “fair”
- Developmentally and temperamentally appropriate
- Self-enhancing (i.e., ultimately leading to self-discipline)

Discipline

- RESPECT is the foundation
- It must be applied with mutual respect
In a Firm, Fair, Reasonable and Consistent way
FAIR does not mean SAME
- Effective and positive discipline is about teaching and guiding, not just forcing to obey
- Never embarrass a Scout in front of others. Move away from the group, stay in sight, and talk privately

Discipline

- **Establish Rules** - Prioritize
 - Safety is top priority
 - Behavior that harms people or property, Bullying
 - Interrupting
 - Avoid unimportant and irrelevant behavior (i.e. bouncing leg)
- **Verbal Instructions/Explanation**
- **Positive Reinforcement** (CYBG – Caught You Being Good)
- **Redirecting**
 - Positive alternative to a negative situation
 - Structured games vs. free time
 - Giving specific tasks to complete
 - Cool Off time
- **“Grounding”**
 - Removed from the group activity
 - Removed from the meeting or outing
- **Withholding privileges**
 - Restricted from going on an outing, high adventure



Utilize Troop Guide to facilitate rule creation

Keep It Simple

See Scout Oath and Law for reference

Critical Questions

1. What do you want?
2. What are you doing to get it?
3. Is it working?
4. Do you want or need to figure out another way?

Leadership Contract

My Job is

- To do all I can to ensure your safety
- To help you get the most out of this experience
- To be honest with you and treat you with respect

Your Job is

- To tell me when you don't feel safe
 - To help me ensure your safety
 - To be honest with me and treat me with respect
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- If I am doing something that bothers you, I'd like you to tell me in a respectful way.
 - How will it be if we really get along? What would it be like?
 - If I see you're having a problem, what do you want me to do?

Leader:

Scout: