

JR. LEADERS IN TRAINING (JrLITs)

CAMP EVERGREEN LEADERSHIP PROGRAM

The JrLIT (Junior Leader-In Training) program is designed to build leaders both at camp and within their community. Jr Leaders will participate in several activities throughout the summer that are aimed at building their own confidence and unique leadership skills: team building, character values, positive role-modeling, and problem-solving.

The Jr. Leader experience will incorporate both the camper and counselor experience. Jr Leaders are integrated into the camp program and receive hands-on experience working with CITs and counselors. Jr Leaders are not directly assigned to one group like CITs but will instead rotate to various groups and specialists to assist in leading a few activities. Jr. Leaders will have an augmented camp day that includes fun camp activities for themselves as well as learning portions of the day where they might be interacting directly with groups of children, such as leading camp games and free choice activities.

Program Objectives:

Throughout the program, Junior Leaders will develop skills in the following areas:

- Relationship Building & Communication
- Problem Solving & Critical Thinking
- Social-Emotional Intelligence
- Self-Esteem
- Creativity & Innovation
- Responsibility & Accountability
- Conflict Management
- Decision-making
- Teamwork
- Planning & Organization Skills
- Community Service & Selflessness
- Alertness & Camp Safety
- Flexibility & Adaptability
- Wilderness Skills

Summer Overview:

WEEK 1: Introduction to Camp & Leadership Program

WEEK 2: Relationship Building & Teamwork

WEEK 3: Jr. Leaders Variety Show: Creativity & Innovation

WEEK 4: Specialist & Counselor Shadowing (Part 1): Responsibility & Accountability

WEEK 5: Specialist & Counselor Shadowing (Part 2): Alertness & Camp Safety

WEEK 6: Specialist & Counselor Shadowing (Part 3): Planning & Organizational Skills

WEEK 7: Planning the Jr. Leader's Late Night: Putting it All Together

WEEK 8: Making Your Mark at Camp: Community Service & Selflessness

Week Overview:

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Relationship & Team Building: <i>Jr. Leaders will stay together and attend scheduled morning activities</i>	Leadership Training*: <i>Jr. Leaders will have hands on leadership learning opportunities</i>	Leadership Training*: <i>Jr. Leaders will have hands on leadership learning opportunities</i>	Leadership Training*: <i>Jr. Leaders will have hands on leadership learning opportunities</i>	Relationship & Team Building: <i>Jr. Leaders will stay together and attend scheduled morning activities</i>
		Wilderness Skill Building: <i>Jr. Leader will spend time learning one survival skill weekly</i>		End of Week Recap Breakfast: <i>Breakfast in Village while Jr. Leaders share thoughts on their week</i>

*Leadership Training (Week 3 – Week 8)

Daily Schedule:

FLAGPOLE	
PERIOD 1	Morning Meeting
PERIOD 2	Scheduled Activity/Leadership Training
PERIOD 3	Scheduled Activity/Leadership Training
PERIOD 4	Scheduled Activity/Leadership Training
LUNCH	
FREE CHOICE	Attend Chosen Activity/2 nd Years Offer Choice
FREE CHOICE	Attend Chosen Activity/2 nd Years Offer Choice
FREE CHOICE	Attend Chosen Activity/2 nd Years Offer Choice
FLAGPOLE	

What is a Morning Meeting?

Morning meetings are an engaging way to start each day, build a strong sense of community, and set each Jr. Leader up for success socially and emotionally. Each morning, Jr. Leaders will gather in a circle for 15-20 minutes and interact with one another during *four purposeful components*. The goal of our morning meetings is to strength bonds and build confidence amongst emerging leaders in a safe setting.

What are the four purposeful components?

1. *Greeting*: Jr. Leaders (and staff) greet one another by name
2. *Sharing*: Jr. Leaders share information about important events in their lives. Listeners often offer empathetic comments or ask clarifying questions.
3. *Group Activity*: Everyone participates in a brief, lively activity that fosters group cohesion and helps students practice social skills.
4. *Morning Message*: Jr. Leaders will read and interact with a short message written. The message will focus on the leadership training they'll do that day.

Why are Morning Meetings important?

1. **Strengthens Connections and Relationship Skills**: Jr. Leaders are practicing communication skills during their time to share and during Q/A. They are learning how to lead a conversation, actively listen, be vulnerable, and form rewarding relationships with others.
2. **Increase Self-Confidence**: Sharing personal stories can be scary. Morning meetings provide a safe and caring environment that encourages Jr. Leaders to open up and build trust in others, which increases their confidence. Campers with higher confidence and self-esteem are more likely to participate in (and lead) activities outside of their comfort zone.
3. **Promote Social Awareness**: Morning meetings teach the four central areas of social awareness: perspective-taking, empathy, appreciating diversity, and respect for others. Providing daily opportunities to strengthen these areas allows for Jr. Leaders to practice them in real-life situations.
4. **Encourage Positive Behavior Towards Other (Anti-Bullying Environment)**: Morning meetings promote a positive camp culture where everyone's voice, opinions, and feelings matter. This in turn creates a norm around the need to respect others.

Morning Meeting Weekly Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
STAFF	JR. LEADER	JR. LEADER	JR. LEADER	STAFF

Morning Meeting Questions (Share):

1. What's one important thing you need to accomplish today?
2. What's something fun you're looking forward to doing today?
3. Pick something difficult you'd like to tackle in the week/month/year ahead. What is it?
4. If someone gave you \$100, how much would you save? How much would you spend right away, and what would you spend it on?
5. When you look back on today before you go to bed tonight, what do you hope you'll see?
6. What's the next book you want to read?
7. What school subject is challenging you the most right now, and how can you overcome the challenges?
8. How do you plan to spend time with your family this weekend?
9. What achievable goal can you set for yourself today?
10. Set a goal: How many people will you sincerely compliment today?
11. Do you plan to go to college? If so, do you have a school in mind?
12. What kind of job do you think would make you the happiest?
13. What non-school subject would you like to learn more about?
14. Is there anything you need to do to feel more organized? What is it?
15. What hobby do you really want to try?
16. Do you feel like you get enough exercise?
17. What healthy foods will you eat today?
18. What will you do when you get home from school today?
19. What's one bad habit you wish you could kick once and for all?
20. How will you practice mindfulness today?
21. What's the best place you've ever visited?
22. What's your favorite thing about yourself?
23. If you could change one thing about yourself overnight, what would it be?
24. What's your favorite smell?
25. What do you like to daydream about?
26. Do you have a favorite time of year?
27. What's your favorite holiday?
28. What's your favorite book? Movie? TV show? Song?
29. If you could paint your bedroom a new color, what would it be?
30. What is most worrying to you about the world right now?
31. What's the hardest thing about being a kid?
32. Is your bedroom messy or clean?
33. What's your pet peeve?
34. What's the best thing you've ever eaten?
35. What's one food you never want to eat again?
36. What's one school rule you wish you could change?
37. What makes you happiest?
38. When you woke up this morning, how did you feel?
39. If you could be friends with a celebrity, who would you pick and why?
40. What's the best dessert?
41. What emoji best describes how you feel today?
42. If you could trade places with any celebrity, who would it be?

43. What book would you like to see turned into a movie?
44. What's the best gift you've ever been given?
45. Do you like group work or individual work best? Why?
46. What's your favorite memory?
47. What's your earliest memory?
48. Would you rather give a gift or get a gift?
49. What's your favorite game?
50. What's something you would never give up?
51. Of everything you want to achieve, what do you think will be the hardest?
52. How can you make someone's day a little better today?
53. If you could live someplace else for a year, where would it be?
54. What's your dream vacation?
55. How do you help others?
56. How do you make yourself do something you really don't want to do?
57. What would you like to be famous for?
58. What inspirational quote do you think everyone should hear?
59. Who do you most admire?
60. What songs or music do you listen to when you're happy? Sad?
61. What's one thing that always makes you feel better?
62. Can money buy happiness?
63. What makes a good leader?
64. If you could teach your classmates how to do something, what would it be?
65. What's your proudest moment so far?
66. What makes you unique?
67. What do you like most about your best friend?
68. Who is the kindest person you know?
69. What makes you a good friend?
70. If you could go back in time to see yourself three years ago, what advice would you give yourself?
71. What's one thing you've only done once but would like to do again?
72. What makes you feel loved?
73. Would you rather be the best player on a losing team or the worst player on a winning team?
74. Why is it important to try your best?
75. What's the nicest thing someone has done for you recently?

Morning Meeting Quotes (Message):

1. Summer camp is about growth and accomplishment. It is the counselors' job to help these things happen not to just keep the kids busy.
2. "A leader is one who knows the way, goes the way, and shows the way." – John Maxwell
3. "Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed, it is the only thing that ever has." – Margaret Mead
4. "Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others." – Jack Welch
5. "It's okay to admit what you don't know. It's okay to ask for help. And it's more than okay to listen to the people you lead – in fact, it's essential." – Mary Barra
6. "A leader is a dealer in hope." – Napoleon Bonaparte
7. "Leadership is about making other better as a result of your presence and making sure that impact lasts in your absence." – Sheryl Sandberg
8. "You are never too small to make a difference." – Greta Thunberg
9. "If your actions inspire others to dream more, learn more, do more, and become more, you are a leader." – John Quincy Adams
10. "As a leader, it's a major responsibility on your shoulder to practice the behavior you want others to follow." – Himanshu Bhatia
11. "Learning to stand in somebody else's shoes, to see through their eyes, that's how peace begins. And it's up to you to make that happen. Empathy is a quality of character that can change the world." – Barack Obama
12. "Sometimes it takes only one act of kindness and caring to change a person's life." – Jackie Chan
13. "Leadership is about empathy. It is about having the ability to relate to and connect with people for the purpose of inspiring and empowering their lives." – Oprah Winfrey
14. "Don't let fear make your decisions for you." – Annette White
15. "If it doesn't challenge you, it doesn't change you." – Anonymous
16. "No one likes to move beyond their comfort zone, but as the saying goes, that's where the magic happens. It's where we grow, learn, and develop in a way that expands our horizons beyond what we thought was possible." – Andy Molinsky
17. "The time is always right to do what is right" – Martin Luther King Jr.
18. "Mistakes are always forgivable if one has the courage to admit them." – Bruce Lee
19. "It is not only what we do, but also what we do not do, for which we are accountable." – Moliere
20. "If you're going to be a leader, you're not going to please everybody. You have to hold people accountable, even if you have that moment of being uncomfortable." Kobe Bryant
21. "You're going to mess up. So instead of trying to be perfect, learn how to be accountable." – Whitney Goodman
22. Goodness is about character – integrity, honesty, kindness, generosity, moral courage, and the like. More than anything else, it is about how we treat other people." – Dennis Prager
23. Real integrity is doing the right thing, knowing that nobody's going to know whether you did it or not." – Oprah Winfrey

24. It is always best to lead with yourself. There is a difference between leading with yourself and taking responsibility for everything. I am going to own my stuff and you are going to own yours.
25. Even if you don't feel like you have anything to be sorry for, you can be sorry that there was a disagreement. You can be sorry that things went badly. And you can start with that.
26. "Proper apologies have three parts. What I did was wrong. I feel bad that I hurt you. How do I make this better?" – Randy Pausch
27. "Apologies aren't meant to change the past, they are meant to change the future." – Kevin Hancock
28. "If you say sorry to someone, that doesn't mean you are wrong, that just means you value the person more than being right." – Gaur Gopal Das
29. "As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them" – John F. Kennedy
30. "When I started counting my blessings, my whole life turned around." – Willie Nelson
31. "Enjoy the little things, for one day you may look back and realize they were the big things." – Robert Brault
32. "Be who you needed when you were younger."
33. "No act of kindness, no matter how small, is every wasted."
34. You cannot do kindness too soon, for you never know how soon it will be too late." – Ralph Waldo Emerson
35. "Hope is the belief that your future can be brighter and better than your past and that you actually have a role to play in making it better." – Casey Gwinn
36. "The future depends on what we do in the present." – Mahatma Gandhi
37. "I raise up my voice – not so I can shout but so that those without a voice can be heard... We cannot succeed when half of us are held back." – Malala Yousafzai
38. "There's power in allowing yourself to be known and heard, in owning your unique story, in using your authentic voice." – Michelle Obama
39. "Fight for the things that you care about but do it in a way that will lead other to join you." – Ruth Bader Ginsburg
40. "Change happens by listening and then starting a dialogue with the people who are doing something you don't believe is right." – Jane Goodall
41. "If you don't like something, change it. If you can't change it, change your attitude." – Maya Angelou
42. "Learn from yesterday, live for today, hope for tomorrow. The important thing is not to stop questioning." – Albert Einstein
43. "As you grow older, you will discover that you have two hands, one for helping yourself, the other for helping others." – Audrey Hepburn

Relationship & Team Building:

The JrLIT program is certainly structured to train upcoming counselors, but it is also a unique camper experience. Jr. Leaders are campers with more independence and responsibility. We want to make sure that Jr. Leaders can continue to participate in their favorite camp activities and make summer memories.

During the first session of camp (Weeks 1 & 2), Jr. Leaders will move through their daily schedule together. Jr. Leaders will have the opportunity to meet with all specialists and find which camp activities they enjoy. Fun activities that help people see each other in a different light allow them to connect in a leadership setting. Creating these bonds through relationship and team building increase communication, planning skills, camper motivation and collaboration. (And positive relationships improve mental health – for both campers and counselors.) *Our focus during this period is to form positive relationships and create a team that cohesively works together towards a common goal: becoming camp leaders.*

Relationship/team building will continue for the rest of the summer (Weeks 3 – 8) on *Mondays/Fridays* to build upon the existing relationships formed during the first session of camp and welcome any new leaders to the program. Mondays will be entirely focused on group bonding and having fun. Fridays will include a recap/debrief of the week where Jr. Leaders can share their experiences working with groups.

Leadership Training

The main focus of the JrLIT program is to provide kids that are “too old to be campers” and “too younger to be staff” with a unique camp experience that readies them to become both leaders at camp and in their community. We want our Jr. Leaders ready to take on more responsibility and contribute in meaningful ways.

What does Leadership Training look like?

(Weeks 1 -3) Jr. Leaders spend time with each other and staff. They build camaraderie through teamwork games and spend dedicated time learning leadership skills. Examples of those skills include how to build a growth mindset, positive camper management, goal setting and effective communication methods.

Jr. Leaders will:

- Create a new tent name & skit
- Learn skills needed to run an all camp get together
- Host the Jr. Leader Variety Show

(Weeks 4 -6) Jr. Leaders choose which specialist or camper age group they’re most interested in working with and help assist/lead activities. Jr. Leaders will be mentored by the staff in charge of their assigned group. During this time Jr. Leaders will be meeting with members of the camp leadership team (Unit Leaders, Pool Director, Camp Director) to learn about the planning and organizational skills needed to run activities.

Jr Leaders will:

- Design and run a booth during Circus Day
- Shadow counselors & specialists in hands on training
- Organize and offer free choice activities to each unit

COUNSELOR/SPECIALIST SHADOWING SCHEDULE		
	COUNSELOR	SPECIALIST
WEEK 4	2 nd Year	1 st Year
WEEK 5	1 st Year	2 nd Year
WEEK 6	2 nd Year	1 st Year

(Week 7) Jr. Leaders now have the option to choose where they would like to lead. Their choices should reflect where they might see themselves working at camp. They can decide to lead activities with specialists (including pool related activities), continue to work with groups, or assist unit leader with camp operations. Jr. Leaders will also work with late night staff to plan the Jr. Leader's Late Night.

Jr. Leaders will:

- Pursue their leadership interests
- Plan the Jr. Leader's Late Night

(Week 8) Jr. Leaders can reflect on their experiences over the summer. Jr. Leaders will spend time working on a service project to make their mark at camp. Second year leaders will have the opportunity to move on to the CIT program.

Jr. Leaders will:

- Complete end of summer surveys
- Fill out camp applications
- Attended mock interviews
- Complete a service project of their choice

Wilderness Skill Building

Throughout the summer, Jr. Leaders will meet every Wednesday to learn, discuss, and practice wilderness/survival skills. Wilderness training will be led by a staff member as Jr. Leaders work together to accomplish a given task/goal related to a survival skill.

Why is teaching wilderness skills important?

1. Enhances self-reliance and confidence: Learning survival skills fosters a sense of self-reliance and confidence, allowing students to make informed decisions, solve problems, and adapt to unforeseen challenges.
2. Encourages teamwork and communication: Through wilderness training, Jr. Leaders learn how to work together, communicate effectively, and support one another in challenging situations.
3. Fostering personal development: Survival skills contribute to Jr. Leaders' personal growth by developing their critical thinking, problem-solving abilities, resilience, adaptability, and sense of responsibility.
4. Promoting a culture of preparedness: Survival skills education cultivates a culture of preparedness, encouraging proactive efforts to ensure camp safety and well-being. An educated and prepared leader is better equipped for crises. By understanding the importance of preparedness, emerging leaders are more likely to take proactive steps to ensure their safety and the safety of those around them.

Wilderness/Survival Skills

WEEK 1: Building a Fire with Matches

WEEK 2: Building a Fire without Matches

WEEK 3: Cooking without Electricity

WEEK 4: Water Sources/Purification Methods

WEEK 5: First Aid

WEEK 6: Creating a Wilderness Kit

WEEK 7: Navigation and Map Reading

WEEK 8: Building a Shelter

Wilderness Wednesday Week 1: Building a Fire with Matches

This week's Wilderness Wednesday introduces *fire building* and *safety*.

Jr. Leaders will learn:

- Fire Safety Tips
- Parts of a Fire/Type of Firewood
- Steps to Building a Fire
- How to Safely Extinguish a Fire

PART 1: FIRE SAFETY

- Location – Only build a fire in an area you know allows it.
- Fire ban* – Make sure there are no fire bans.
- Wind – Windy days are not fire-friendly days.
- Clear the area – Make sure there's nothing in the area where you'll be making the fire.
- Wood only – The best thing to go into a fire is dry wood. No fresh weeds or vines. No food. No plastic.
- Water supply – Have a working water hose or a vessel filled with water near your fire ring.

* *What is a fire ban? - A fire ban is a legal restriction on outdoor burning. In most cases, burn bans are not permanent. During dry weather conditions that pose fire danger, officials put them into effect to protect public safety and the environment.*

PART 2a: PARTS OF A FIRE (THE FIRE TRIANGLE)

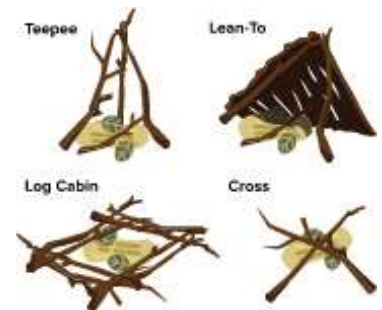
- *Heat:* A heat source is responsible for the initial ignition of fire, and is also needed to maintain the fire and enable it to spread. Heat allows fire to spread by drying out and preheating nearby fuel and warming surrounding air.
- *Fuel:* Fuel is any kind of combustible material. It's characterized by its moisture content, size, shape, quantity, and the arrangement in which it is spread over the landscape. The moisture content determines how easily it will burn.
- *Oxygen:* Air contains about 21% oxygen, and most fires require at least 16% oxygen content to burn. Oxygen supports the chemical processes that occur during fire. When fuel burns, it reacts with oxygen from the surrounding air, releasing heat and generating combustion products (gases, smoke, embers, etc.) This process is known as oxidation.

PART 2b: TYPES OF FIREWOOD:

- *Tinder:* small twigs, dry leaves or grass, dry needles
- *Kindling:* dry sticks smaller than 1 inch around
- *Firewood:* larger, dry pieces of wood up to about 10 inches around

PART 3: BUILDING A FIRE

- (1) Make sure you have a source of water, a bucket and shovel nearby at all times
- (2) Gather three types of wood from the ground (Tinder, Kindling, Fuel) *Never cut whole trees or branches (dead or alive). Live materials won't burn, and you'll be damaging the forest. Dead standing trees often are homes for birds and other wildlife.*
- (3) Loosely pile a few handfuls of tinder in the center of the fire pit
- (4) Adding kindling in one of these methods:
 - Best for cooking
 - *Teepee*: Lay the kindling over the tinder like you are building a tent
 - *Lean-to*: Drive a long piece of kindling into the ground at an angle over the tinder. Lean smaller pieces of kindling against the longer piece.
 - Best for long-lasting campfires
 - *Cross*: Crisscross the kindling over the tinder
 - *Log Cabin*: Surround your pile of tinder with kindling, stacking pieces at right angles. Top the "cabin" with the smallest kindling.
- (5) Ignite the tinder with a match
- (6) Add more tinder as the fire grows
- (7) Blow lightly at the base of the fire
- (8) Add kindling and the larger firewood to keep the fire going



PART 4: EXTINGUISHING A FIRE

- (1) Allow the wood to burn completely to ash, if possible
- (2) Pour lots of water on the fire. Drown ALL embers, not just the red ones. Pour until hissing sounds stops
 - If you do not have water, stir dirt or sand into the embers with a shovel to bury the fire
- (3) With your shovel, scrape any remaining sticks and logs to remove any embers. Make sure that no embers are exposed and still smoldering
- (4) Continue adding water, dirt or sand and stirring with a shovel until all material is cool

ACTIVITY: BUILDING A FIRE

After learning about fires, Jr. Leaders will work together to collect wood and build a "one match fire" to roast marshmallows on.

<https://adcouncil-campaigns.brightspotcdn.com/32/bd/8b854cad4375aa281a0a08a25673/smokeycampfiresafetyguide.pdf>

<https://cms.scouts.org.uk/media/3590/building-a-fire-activities.pdf>

Wilderness Wednesday Week 2: Building a Fire without Matches

This week's Wilderness Wednesday introduces *building a fire without matches*.

Jr. Leaders will learn about:

- Friction-Based Fire Making
 - The Hand Drill
 - Fire Plough
 - Bow Drill
- Flint and Steel
- Lens-Based Methods
- Batteries and Steel Wool

FRICION-BASED FIRE MAKING:

Friction-based fire making is the most difficult of the non-match methods. There are different techniques you can use to make a fire with friction, but the most important aspect is the *type of wood you use for the *fireboard* and *spindle*.

Spindle: The stick you will spin in order to create friction between it and the fireboard to create an ember.

Fireboard: The piece of wood in which you rub the spindle on to create friction

Tinder nest: A bundle of tinder where the ember turns into a real flame

*Cotton wood, juniper, aspen, willow, cedar, cypress, or walnut are the best to use in friction-based fire making. *WOOD MUST BE BONE DRY*

- Hand Drill Method
 - (1)*Build a tinder nest*: your nest will be used to turn the ember you create into a flame.
 - (2)*Make your notch*: Cut a V-shaped notch into your fireboard and make a small depression adjacent to it
 - (3)*Place bark underneath the notch*: the bark will be used to catch an ember from the friction between the spindle and fireboard.
 - (4)*Start spinning*: Place the spindle into the depression on your fireboard. Your spindle should be about 2 feet long for this to work properly. Maintain pressure on the board and start rolling the spindle between your hands, running them quickly down the spindle. Keep doing this until an ember is formed on the fireboard.
 - (5)*Start a fire*: Once you see a glowing ember, tap the fireboard to drop your ember onto the piece of bark. Transfer the bark to your nest of tinder. Gently blow on it to start your flame.

- Fire Plough
 - (1)*Prepare your fireboard:* Cut a groove in the fireboard. This will be your track for the spindle
 - (2)*Rub:* Take the tip of your spindle and place it in the groove of your fireboard. Start rubbing the tip of the spindle up and down the groove.
 - (3) *Start a fire:* Have your tinder nest at the end of the fireboard, so that you'll plow embers into as you're rubbing. Once you catch one, blow the nest gently and get the fire going.
- Bow Drill
 - (1)*Get a socket:* The socket is used to put pressure on the other end of the spindle as you're rotating it with the bow. The socket can be a stone or another piece of wood. If you use another piece of wood, try to find a harder piece than what you're using for the spindle. Wood with sap and oil is good as it creates a lubricant between the spindle and the socket.
 - (2)*Make your bow:* The bow should be about as long as your arm. Use a flexible piece of wood that has a slight curve. The string of the bow can be anything: a shoelace, rope, strip of rawhide, etc. Just find something that won't break. String up your bow and you're ready to go.
 - (3)*Prepare the fireboard:* Cut a v-shaped notch and create a depression adjacent to it in the fireboard. Underneath the notch, place your tinder.
 - (4)*String up the spindle:* Catch the spindle in a loop of the bow string. Place one end of the spindle in the fireboard and apply pressure on the other end with your socket.
 - (5)*Start sawing:* Using your bow, start sawing back and forth. You've basically created a rudimentary mechanical drill. The spindle should rotate quickly. Keep sawing until you create an ember.
 - (6)*Make your fire:* Drop the ember into the tinder nest and blow on it gently. You've got yourself a fire.

FLINT AND STEEL

You might think that the spark comes from hitting the *flint*. However, the *steel* is actually where the spark comes from.

Flint is a dense rock that can be made to be very sharp. That sharp edge is what you are after. It is the strong cutting edge of this material that creates the spark. When the sharp edges hit the high carbon steel it shaves a small piece off that becomes the spark.

- Other materials you can use in place of flint
 - Chert
 - Quartz
 - Glass

Char cloth: Cotton cloth that has been allowed to carbonize thus being turned into a charcoal-like substance. This is done by using indirect heat (the same way you would create wood charcoal). Char cloth is the best way to catch that spark from your flint and steel.

- (1) Start by cutting strips of cloth that lay flat in your Altoids metal tin. You can layer several of these strips. I usually do about 6-8 strips that are stacked on top of one another.
- (2) Close the container and stab some holes in the top of the container with your knife. I usually stab about 3 nice holes in the top of the container.
- (3) Nestle the tin in hot coals next to or near the fire. At this point the process of carbonization will begin.
- (4) Let the tin sit in the heat of the fire and coals for around 10 minutes. The thinner the cloth you use the shorter this process could take. I use a handkerchief so it's usually under 10 minutes. If you cut pieces of a thick cotton shirt then it might require the full 10 minutes.
- (5) Remove the tin from the fire and set it aside allowing it to cool completely. You will know you have done this correctly if when you open up the tin all the layers of cloth are brittle and completely black. If this is the case then you have made char cloth.



How to use *flint & steel*:

- (1) Hold the steel in your non-dominant hand so the flat edge is facing your other hand and ready to take the strike.
- (2) Your striker or flint should be held in your dominant hand between the index, middle, and thumb. You need a good grip on it.
- (3) Position the cutting edge so that you will hit the steel at a 45-degree angle.
- (4) Strike downward on the steel to start to develop your strike. Once you establish a nice comfortable strike you should start thinking about adding your char cloth/tinder nest.

LENS-BASED METHODS

To create fire, all you need is some sort of *lens* to focus sunlight on a specific spot. Magnifying glass, eyeglasses, or binocular lenses all work.

If you add some water to the lens, you can intensify the beam.

- (1) Angle the lens toward the sun in order to focus the beam into as small an area as possible.
- (2) Put your tinder nest under this spot and you'll soon have yourself a fire.

Lens-based method is that it only works when you have sun. So if it's nighttime or overcast, you won't have any luck.

BATTERIES AND STEEL WOOL

- (1) *Stretch out the steel wool:* You want it to be about 6 inches long and ½ inch wide
- (2) *Rub the battery on the steel wool:* Hold the steel wool in one hand and the battery in the other. Any battery will do, but *9-volt batteries* will work the best. Rub the side of the battery with the "contacts" on the wool. The wool will begin to glow and burn. Gently blow on it
- (3) *Transfer the burning wool to your tinder nest:* The wool's flame will extinguish quickly, so don't waste any time.

ACTIVITY: After learning the different (non-match) methods to light a fire, Jr. Leaders will decide upon which method(s) they would like to try to build a fire and cook hotdogs over.

<https://content.artofmanliness.com/uploads/2018/03/Tinder-Bundle-1.jpg>

Wilderness Wednesday Week 3: Cooking without Electricity

This week's wilderness Wednesday focuses on ways to cook without electricity that goes beyond a traditional campfire.

Jr. Leaders will learn about:

- Tuna Can Stoves
- Solar Cooker/Oven

TUNA CAN STOVE

- (1) Use a hole puncher to punch two rows of holes all the way around the (empty) can.
- (2) Coil cardboard strips around each other and stuff them in the can.
- (3) Pour melted beeswax over the cardboard. You want there to be a little bit of cardboard poking out of the wax, much like a candle wick.
- (4) When you're ready to use the wax tuna can stove, simply light the cardboard

SOLAR COOKER/OVEN

Solar ovens are devices that collect energy from sunlight to focus the heat and cook food without other fuel sources. Solar ovens enable off-the-grid cooking. They are also a sustainable option for cooking in isolated communities and rural areas.

How Solar Ovens Work:

Solar ovens direct sunlight into a cooking space, where the trapped heat gathers. All solar ovens require highly reflective materials (such as mirrors, polished metal, or aluminum foil) set at particular angles to gather light.

Solar ovens must retain heat well for stable cooking. This is often accomplished by separating outside air from the air inside the oven or the cooking vessel. This can occur by a process similar to the greenhouse effect, trapping heat under the clear lid of the oven.

How to Cook With a Solar Oven:

- Reposition the oven every thirty minutes to target the sun and collect the most rays.
- Cooking times vary widely based on sun exposure, so use a thermometer and your eye to determine when your food is cooked.
- Keep the lid clean to allow the maximum amount of light to enter the container.
- Try to avoid opening the lid during cooking as that will release heat. The exception is if steam obscures the top of the box it could reduce how much sunlight can enter, and it will need to be released.
- Use dark, shallow, pans, as that will help absorb optimal sunlight.
- You can place a dark brick or stone inside and place the box in the sun to preheat.

ACTIVITY: Jr. Leaders will be able to create their own tuna can stoves to cook over. They will also set up and cook in a solar oven – food that will be eaten later in the day as solar ovens take time to preheat, cook, etc.

https://www.amazon.com/All-Season-Solar-Cooker-Camper/dp/B074S74FQC/ref=pd_bxgy_vft_none_sccl_2/139-8274707-7803625?pd_rd_w=F6Xpt&content-id=amzn1.sym.26a5c67f-1a30-486b-bb90-b523ad38d5a0&pf_rd_p=26a5c67f-1a30-486b-bb90-b523ad38d5a0&pf_rd_r=D3BAE4FTK053ACB7FF2X&pd_rd_wg=I6Rht&pd_rd_r=9c22a7d9-1cd8-41b6-aa09-cf84b10680a7&pd_rd_i=B074S74FQC&psc=1

https://www.amazon.com/Sunflair-Portable-Complete-Dehydrating-Thermometer/dp/B008SGB2KU/ref=psdc_13299141_t1_B00U1Y6QQM?th=1

This week's wilderness Wednesday focuses on the importance of having safe drinking water/

Jr. Leaders will learn:

- Types of water sources
- Importance of water purification
- Ways to purify and filter water

WHEN FINDING A WATER SOURCE...

It's essential to avoid water with dead animals or excrement floating in it because these contaminants will likely carry viruses or bacteria. Avoid streams or lodges where beavers live because they can spread giardia.

Clear water does not equal drinkable water, but cloudy water, green water, or floating sediment are clear indicators of contamination. Water tainted with algae or oily films is also not potable. Avoid any water that has a strong odor. If you're not sure whether the cloudiness in your water is pollution or simply dirt, fill your container and let the water sit for a while to see if any of the debris settles to the bottom. Soil will sink in water.

Fresh water sources, such as rivers, streams, and other sources of moving water, are safe to gather from, while stagnant water is not. (Standing water hosts lots of bacteria.) Gather water from higher elevations as close to the source as possible. Avoid gathering water from animal grazing sites because animals like beavers can spread viruses and bacteria.

WHY IS PURIFYING WATER IMPORTANT?

Purifying water found in the wild enables you to consume it safely, as the purification process eliminates harmful viruses and pathogens that could cause waterborne illnesses.

Always filter your water before purifying or drinking it to remove any errant debris that could cause illnesses.

FILTERING VS PURIFYING WATER

Filtering water is the process of siphoning water through a filtration device to remove debris and bacteria that could cause illness. Standard water filters rely on physical sieve-like tools to remove water impurities.

Purifying water involves introducing a chemical or disinfecting element (like UV light or chemical purification tablets) to the harvested water to kill harmful elements like viruses and tiny microorganisms. Water filtration removes many contaminants but doesn't remove viruses and extra-tiny microbes, which are too small to catch in a typical filter.

PURIFICATION & FILTRATION METHODS

- Boiling
 - The simplest method to purify water

- You need to bring the water to a full, rolling boil for at least five minutes to be safe, with some experts recommending an even longer time.
- The downside to boiling your drinking water is that it removes the oxygen, and the water ends up tasting flat. You can improve its quality by pouring it back and forth between two containers to put oxygen back in, or simply shake it up.
- Chemical Purifiers
 - There are several chemical purifiers that come in either liquid or tablet form. These include *iodine*, *chlorine*, *potassium permanganate*, and *halazone* tablets.
 - You can add a few drops of bleach to purifier as a last resort
 - One to two tablets or drops will clear up a quart of water. Shake your water bottle or container and wait twenty minutes before drinking. Water treated with iodine will have a darker color and a bit of an unpleasant flavor.
- Filtration
 - *Commercial filters*: most work by pushing the water through a charcoal or ceramic filter and then chemically treating it. Normally, they have one hose with a float that goes from the water source to the filter and a second hose, for clean water, that goes from filter to water bottle.
 - When using this type of filter, it is important to not cross-contaminate the hoses. Keep the clean hose in a separate plastic bag so it never touches the contaminated hose.
 - The plus side to this method of purifying water is that there is no flat or funky flavor.
 - Commercial filters are also good for when the water is on the murky or dirty side, as they will remove this also. The drawback is that the sediment or tannins that you are filtering out will quickly clog up the filter.
 - *Survival water filters*: basic process of filtering water in a survival situation is to remove debris such as soil, dirt, sediment, sticks, leaves, and any animals living in the water.
 - *Method #1*: If you have two containers, try this method for filtering water: Take the first container and fill it with water. Then, put your shirt or some sort of porous layer over the other container. Put your pebbles on top of the cloth and filter your water by pouring it over the stones and into the container. Next, remove the pebbles and put sand, a finer material, on top of the cloth. Filter your water again.
 - *Method #2*: the most effective way to filter is to crush up charcoal, put it on your cloth and let the water run through it. Charcoal filters remove sediment, many contaminants, and improve the taste. Charcoal is used in store-bought home and backcountry water filters. You can make your own charcoal by making a campfire, covering it with dirt and ash, and allow it to cool completely. Once it has cooled, crush it into small pieces. Pour the water through the charcoal several times.
 - *Primitive filtering*: Keep rinsing the water repeatedly through the sand until it is looking clear.
 - A variation of this is to dig a hole near where the source is and use the water that filters through into the hole. Be aware, that although soil is a good filter for sediment and other particles, it is not a guarantee for things

like bacteria. *This is even true for spring water, which many people assume is safe to drink without treatment.*

- Distilling
 - A method that can be used for either collecting water or gathering freshwater out of saltwater.
 - (1) To collect water from the ground, dig a deep hole, and place a collecting container or water bottle in the center.
 - (2) Cover the hole with a clear sheet of plastic. The plastic needs to be weighted in the center with a rock or heavy object so that it points down into the container.
 - (3) Secure the sides of the plastic tightly around the hole, such as by covering with dirt. The clear plastic acts like a greenhouse. The water in the soil evaporates as it heats up. When it hits the plastic it runs down to the point and drips off into the container.

ACTIVITY: Have Jr. Leaders try different water purification/filtration methods using “contaminated water”

Wilderness Wednesday Week 5: First Aid

This week’s Wilderness Wednesday focuses on first aid in a nature setting.

Jr. Leaders will learn:

- The importance of first aid
- Four primary factors of wilderness first aid
- Initial and secondary patient assessments
- First Aid Basics

THE IMPORTANCE OF FIRST AID:

In most wilderness scenarios you are farther away from emergency responders and urgent care clinics. It is important to be well-versed in wilderness first aid.

The vast majority of incident outdoors are minor and easily treatable. When providing aid in the wilderness, most of the time your goal is to keep a condition from worsening so you can continue with your adventure. That said, it is important to be prepared for any situation.

FOUR PRIMARY FACTORS OF WILDERNESS FIRST AID:

1. *Time*: Medical personnel simply can't respond as quickly as when we dial 9-1-1 in the city, so you need to be ready to render emergency aid and to care for that person for an extended period of time.
2. *Environment*: As many wilderness accidents happen outside, you may face weather and different types of physical hazards than you would encounter indoors.
3. *Resources*: When you are administer aid in the wilderness, you are limited to what is in your pack and what you can use from your surrounding environment.
4. *Communication*: Your ability to call for help can be limited to radios or simply having a person run for help; that means your providing care might be the only option at the moment.

HOW TO EVALUATE A PATIENT

1. Size up the scene
 - a. Determine whether the area is safe
 - b. Look around to determine what might have caused the accident or injury (Mechanism of Injury)
 - c. Form a general impression of the seriousness of the situation
 - d. Determine the number of patients
 - e. Protect yourself: PPE
2. Conduct a *initial* and *secondary assessment*
3. Make a problem list and care plan, which includes an evacuation decision
4. Treat the patient, providing both medical and emotional support
5. Monitor how the patient is doing

INITIAL PATIENT ASSESSMENT

1. *Obtain consent to treat*: If the person is conscious, ask the person if you can help. If the answer is "yes", then ask their name, symptoms, and what happened

2. *Establish responsiveness*: Attempt to wake the patient if they aren't responding (If there is any possibility of a spine injury, do not move the patient. Carefully place your hands on either side of the person's head and keep the patient still)
3. *Perform an "ABCDE" exam*
 - a. *Airway Check*: Look in the mouth and check the airway for obstructions
 - b. *Breathing Check*: Look closely at the chest; listen and feel for signs of respiration
 - c. *Circulation Check*: Check for a pulse and for major wounds that are bleed
 - d. *Disability Check*: If you can't rule out a spine injury, continue to protect it
 - e. *Expose Injuries*: Without moving the patient, open up clothing covering serious injuries so you can fully evaluate and treatment

SECONDARY PATIENT ASSESSMENT (HEAD-TO-TOE EXAM)

1. *Look*: for blood and other bodily fluids, discoloration or unusual shapes
2. *Listen*: for airway noise or unusual sounds when joints are moved
3. *Feel*: for wounds, deformities and unexpected hardness, softness, or tenderness
4. *Smell*: for unusual odors
5. *Ask*: if anything hurts or feels odd or numb

DO A PATIENT HISTORY:

1. *Top complaint*: Ask the following questions: What is your most significant concern? When did it start? What makes it worse or better? Where is it located? How severe is it?
2. How old are they?
3. *Symptoms*: Ask if the patient can provide additional details about the chief complaint, or if they have other conditions or concerns.
4. *Allergies*: Are there severe ones? (Food and medicine are common ones; also ask about bees.) What are the patient's reactions to their allergies?
5. *Medications*: Get as many details as possible for both prescription and over-the-counter drugs.
6. *Pertinent medical history*: Find out if they have any medical conditions that require them to see a doctor for treatment.
7. *Last fluid/food intake, last urine/bowel output*: How long ago and how much?
8. *Events*: Ask if they know what caused the event and for details leading up to it.

ACTIVITY: Have Jr. Leaders work through first aid scenarios together

https://www.rei.com/dam/first-aid_kit_checklist.pdf

<https://www.daltonstate.edu/skins/userfiles/files/band-aid-guide.pdf>

https://www.redcross.org/content/dam/redcross/atg/PDFs/Take_a_Class/FA_CPR_AED_PM_sample_chapter.pdf

Wilderness Wednesday Week 6: Creating a Wilderness Kit

This week's Wilderness Wednesday focuses on using the knowledge Jr. Leaders have learned throughout the summer to create a wilderness survival kit.

Jr. Leaders will create kits that include:

- Fire starting materials
- Water sourcing materials
- First aid materials

WILDERNESS KIT CHECK LIST*

Fire Starting:

- ⑨ Flint & Steel
- ⑨ Water-proof matches
- ⑨ Emergency tinder
- ⑨ Magnifying glass
- ⑨ Steel wool

Water Sourcing:

- ⑨ Water bottle
- ⑨ Water purification tablets
- ⑨ Water filtration devices

Basic First Aid / Medical Kit:

- ⑨ Alcohol/antiseptic wipes
- ⑨ Band aids
- ⑨ Bandage tape
- ⑨ Cold pack
- ⑨ CPR barrier device/mask
- ⑨ Eye dressing
- ⑨ Gauze pads
- ⑨ Roller Gauze
- ⑨ Gloves
- ⑨ Safety pins
- ⑨ Scissors
- ⑨ Soap
- ⑨ Hand sanitizer
- ⑨ Splints
- ⑨ Thermometer
- ⑨ Tweezers

Extra Tools/Miscellaneous:

- ⑨ Survival swiss/army knife

- ⑨ Tactical flashlight
- ⑨ Two sets of extra batteries
- ⑨ Duct tape
- ⑨ 200ft of paracord
- ⑨ Fishing line
- ⑨ Blanket
- ⑨ Tarp
- ⑨ Whistle
- ⑨ Compass
- ⑨ Map
- ⑨ Battery-operated radio

*This checklist is not an exact list. First aid kits vary in supplies depending on the situation in which they are being brought.

ACTIVITY: On a table, lay out various wilderness supplies. Have Jr. Leaders break off into groups to create wilderness survival kits. Jr. Leaders will need to explain their choices after completing their kits.

Wilderness Wednesday Week 7: Navigation and Map Reading

This week's Wilderness Wednesday focuses on simple navigation and map reading skills.

Jr. Leaders will learn:

- Importance of Map Reading
- Types of Maps
- How to read a map
- How to use a compass

WHY IS MAP READING IMPORTANT?

Growing up in an age of smart phones, we use GPS apps on the daily without thought on how they really work ... or how to navigate the world without them. In a wilderness scenario, we might not have the ability to use our phones. That is where map reading skills come in. A map is a visual representation of coordinates. When Jr. Leaders learn map skills, they are learning to visualize and interpret data. By looking at a detailed drawing, they can see where places/landmarks are and learn to find the best route to get there.

TYPES OF MAPS

- Political Map: A map that shows the state and national boundaries of a place.
 - A political map does not have any topographic features.
 - It shows the location of cities to each other.
- Physical Map: A map that shows the physical features of a place, like rivers, mountains, forests, and lakes.
 - The physical features are *usually* shown in different colors.
 - Rivers and lakes are shown in blue.
 - Places of low elevation are shown in dark green and as the elevation increases, the color becomes light green and eventually orange.
 - Mountains are shown in brown.
- Topographic Map: A map that shows the differences in elevation and changes in landscape are shown with the help of contour lines and not colors.
 - Topographic maps are show the physical features in an area
- Climatic Map: A map that shows the information about the climate of different areas
 - It uses colors to depict areas with different climates
- Road Map: A detailed map that shows different roads, highways, or railways present in the area.
 - Mostly used for direction purposes
 - Road maps are usually made individually, cite wise.
 - There are road maps present for an entire country, but they cannot be as detailed.

PARTS OF A MAP:

- Scale of a Map: shows the relationship between distances on the map with respect to actual distances on the Earth
 - Using a scale, you can quite accurately measure the distance between 2 places.
- Symbols: Represent different things
 - Different types of lines represent roads, highways and railways.
 - Black dots represent cities, circled stars represent capitals.
 - Trees and forest are depicted in green.
 - Mountains are brown.
 - Rivers and lakes are blue.
 - Symbols make it easier for us to spot these features and study the map.
- Legend: The legend gives a description and guide of the different features and markings on the map.
- Title: The title of the map tells you what area the map is of.
- The North Arrow: This arrow tells you which way is north – it always points to the top of the map.

HOW TO READ A MAP

1. Choose Your *Type of Map*
2. Chose the *Scale* of Your Map
 - a. 1:50,000
 - i. The right scale of a map very much depends on what your purpose is. The most common scale to use while hiking is 1:50,000. This means that for every centimeter on the map, there are 50,000 centimeters (or 500 meters) in real life.
 - ii. Maps are broken up into grids, with each box of the grid measuring 2 centimeters. That means for every full box on the map, it covers 1 kilometer in real life. This is useful for quick estimation of distances at a glance.
 - b. 1:25,000
 - i. More detailed maps have a scale of 1:25,000 (1 centimeter = 250 meters in real life). These maps are broken up into grids, with each box of the grid measuring 4 centimeters. That means for every full box on the map, it again covers 1 kilometer in real life.
3. Understand the *Parts of the Map*
4. Point Your Map North
5. Find Your Location On the Map
6. Identify Features of the Landscape

ACTIVITY:

Jr. Leaders will be split up into groups to create maps of camp. Those maps will then be used for navigation during a scavenger hunt.

Wilderness Wednesday Week 8: Building a Shelter – Tent Set Up

Location

The most important aspect of making wilderness shelters is choosing a good location. A good location is one that 1) provides easy access to ample building materials such as dead sticks, leaves, and grasses; and is 2) away from major hazards such falling branches, pooling water, and insect nests. You also want a location that has a large enough flat area to allow you to lie down and sleep comfortably.

Size

A common mistake when building survival shelters is to build them too large. Not only does it take more materials, effort, and time to construct, but often ends up being cold due to the amount of space on the inside. Effective wilderness shelters are often small on the inside - just large enough to fit your body to conserve body heat.

Structure

All shelters need to be constructed with safety in mind. Large strong branches can provide the initial framework for many types of survival shelters. Typically, branches used for framework should be strong enough to easily support the weight of an adult. This is especially important for lean-to and debris hut style shelters.

Insulation and Cover

Whether you are in a hot and sunny environment, or a cold and wet forest, insulation and cover is important to keep you protected from the outside elements. Leaves, grasses, small sticks, ferns, and pine needles are types of debris that can be used for insulation. Be sure to layer large amounts of debris on your shelter. Also, don't forget to use debris to create a thick mattress on the inside of your shelter to insulate you from the cold ground. Bark or soil can be added on the top and sides of your shelter to create a barrier from cold wind and rain.

Heat Source

In cool and cold environments, the primary shelter concern is staying warm to avoid hypothermia. With wilderness survival shelters, there are typically two choices for a heat source: your own body heat or heat from a fire. Wilderness shelters that rely on your own body heat as the primary heat source (such as a debris hut), need to be small on the inside and have lots of extra insulating debris (imagine your mummy sleeping bag with ten times as much insulation). If you plan to use a fire on the inside of your shelter as a heat source, carefully plan how it will be tended all night, be sure to collect a full night's worth of firewood before dark, and be extra careful not to burn down your shelter!

Activity: Jr. Leaders will set up their tents for the Jr. LIT Late Night

End of Week Recap and Debrief

The goal of the Jr. Leadership Program is to build self-confidence and create future leader. There will be times when Jr. Leaders are outside their comfort zones whether that be shadowing counselor or leading activities. It's important at the end of each week to really check in with Jr. Leaders about how the week went. By reflecting on, and recognizing the knowledge, skills, and attitudes used in an experience, Jr. Leaders develop personal awareness and insight and become aware of the inner resources that they can use in future leadership experiences.

When you consider the successes and failures you had, things you need to do differently in the future and revisit the goals you have for yourself, you set yourself up for success in the long-term

THE 3 WHATS OF DEBRIEFING

1. The What

Purpose: Review the week to collect data of what happened

Explanation: The intention is to draw out as much information as possible from the group in order to refer back to it later on in the discussion. From this foundation of what happened, the we can guide the discussion forward into greater understanding of the experience, and help draw out the learning from it.

Example Questions: What happened? What took place during that activity? What did you observe?

2. The So What

Purpose: Look at details and interpret the data to draw out the significance of the activity in order to gain insight

Explanation: Moving from the descriptive and observable to the interpretive, the intention is to draw more meaning of what happened, and/or how it happened as well as to “unpack” the more subtle levels of what took place.

Example questions: How was your communication? What contributed to your team's success? What role did you play in the group during the activity?

3. The Now What?

Purpose: Bridge from recent experience to future experience

Explanation: In order for what has just taken place to have significance or impact, the ‘now what’ questions get the Jr. Leaders to think ahead and possibly apply what they have learnt.

EFFECTIVE DEBRIEFING

- Ensure that everyone feels safe in the space.
- Establish rules regarding confidentiality and participation.

- Address key learning objectives.
- Use open-ended questions.
- Let silence build after questions, waiting for students to volunteer or call on ones who already have.

EXERCISES

- Journaling. Have Jr. Leaders write about that week's learning experiences. Reserve a couple of minutes for people that want to share.
- Small group discussion. Put Jr. Leaders in pairs or small groups to address questions.
- Camp surveys. Ask each Jr. Leader to answer a short question or say something about what they've learned.

PROMPTS

- **Stop, start, continue.** Identify one thing you should stop, one you should start, and one you should continue.
- 3-2-1. What are three things you discovered? Two things you found interesting? One question you still have?
- Mind map. Write the lesson theme in the center of a page. Then jot down the things you learned today and circle them. Write down the remaining questions and square them. Finally, write down impressions or feelings and underline them. Draw connections between the words.
- Elevator speech. How would you describe what you learned today to someone with no prior experience in the field?
-

You can also use playing cards to debrief. Shuffle and distribute cards to all participants. They will share answers in small groups or to the whole class based on the suit they drew:

- *Hearts. What's something you felt during the week?*
- *Spades. What's something that surprised you?*
- *Diamonds. What's something of value that you learned?*
- *Clubs. How can you apply something you learned to future leadership situations?*