
SELF-ASSESSMENT OF COMMISSIONERS



THE ROLE OF SELF-ASSESSMENT

Self-assessment provides an opportunity for commissioners to increase impact. The process enables commissioners to

- Reflect
- Plan
- Execute

Optionally, it also provides for collaboration with others to include their feedback in reflection and planning. As a result, Unit Service will be better prepared to fulfill its mission and vision.

REFERENCE POINTS

Self-Assessment requires a frame of reference: a definition of success to which personal performance can be compared.

Commissioners have 4 reference points upon which to base self-assessment:

- **OUR MISSION:**
The mission of Unit Service is to help units better serve more youth through Scouting.
- **OUR VISION:**
Unit Service will enable units to better serve more youth by providing an adequate number of trained commissioners who provide a link to district operating committee resources in support of a quality unit program.
- **OUR OBJECTIVES:**
 - Supporting unit growth and retention through the journey to excellence.
 - Making meaningful unit contacts that capture in commissioner tools their strengths, needs, and a unit service plan that enables continuing improvement.
 - Linking unit needs to district operating committee and other resources.
 - Supporting timely unit, district, and council charter renewals.
 - Supporting unit leaders by delivering effective roundtables that provide program ideas, relationship development, and timely communication.

- **OUR GOALS:**
 - Unit Retention: Improve retention rate of traditional units
 - Unit Contacts: Support implementation of the Unit Service Plan through detailed assessments and an increased number of significant unit contacts
 - Unit Performance: Improve the performance rating of units using Journey to Excellence metrics
- **JOURNEY TO EXCELLENCE GOALS AND OBJECTIVES**

In addition, the orientation, onboarding, and training processes for commissioners available in the Scouting U Learn Center and the criteria for commissioner awards and recognition may provide perspective.

PASSION, POTENTIAL, AND PRIORITIES



Considering our personal strengths and circumstances is a great way to begin the reflection process. Paul Evans (paulbevans.com) offers a perspective on **Passion** and **Potential**, that may be useful.

We've all heard it: if find work we love, we'll never work another day in our life; that's **passion!**

*What is your **passion** in Scouting?*

Passion is one thing; potential is something entirely differently. **Potential** is your collection of skills and abilities; what you know how to do well.

*What's on the list of skills, abilities, Scouting knowledge, and experience that forms your **potential**?*

When our passion and our potential are aligned, we're likely to find joy in what we're doing. And it's not unusual to find something gets added to our passions if we try something new that is a particularly good fit with our potential.

Caution is in order when we consider doing something in which we have little interest and no skill.

Strange as it sounds, we can't always control our **priorities**. If we have 6-month-old twins at home, or have recently accepted a promotion that will require heavy travel with a burdensome workload for the next 12 months, our priorities will change. Personal and professional

circumstances affect the time available to do other things for which we also have passion and great skills.

*What are your **priorities**?*

IMPACT

Considering the impact we're having through the work we're doing is an important part of the reflection process. Increasingly, we have tools to help with that. Examples include progress toward achieving the goals and objectives for Unit Service noted earlier and Unit Service Journey to Excellence data for units, districts, or councils we serve,

*What **impact** are you having as a commissioner?*

COLLABORATION

Reflections are often private. But once the questions about passion, potential, priorities, and impact have been considered, input from others may bring additional value to the process. Consider asking for feedback. Those to whom we report, both volunteer and professional, may have valuable insight worth considering. The same is true of those we serve, whether unit leaders or other members of our Unit Service team. It may take only one question to get the feedback process started: "what can I do to serve you better?"

PLAN

By now, you should have a list of strengths: things you're doing well, or knowledge, skills, and experience that are assets in serving youth through Scouting. You may also have identified some needs, such as additional experience or training in specific areas. Or perhaps you've identified some areas that simply need greater focus. Here, again, collaboration may be of value.

How will you address your needs?

Build a personal plan: develop SMART goals to address them: what, specifically, are you going to do and what is your target date to accomplish it? Limit your plan to three – five goals to enable focus.

EXECUTION

You've planned your work; now work your plan!

At least annually, repeat the self-assessment process.

Youth will be better served by Scouting as a result.

RESOURCES

- Journey to Excellence Scorecards
 - <https://www.scouting.org/awards/journey-to-excellence/>
- Orientation, Onboarding, and Training Commissioners – BSA Learn Center
 - <https://my.scouting.org/>
- Commissioner Awards and Recognition Website
 - <https://www.scouting.org/commissioners/recognition/>
- Commissioner Self-Assessment Forms
 - Unit Commissioner self-assessment form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Unit-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - Roundtable/Assistant Roundtable Commissioner self-assessment form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Roundtable-Assistant-Roundtable-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - Assistant District Commissioner self-assessment form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Assistant-District-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - District Commissioner self-assessment form
 - <https://www.scouting.org/wp-content/uploads/2018/07/District-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - Assistant Council Commissioner self-assessment form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Assistant-Council-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - Council Commissioner self-assessment form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Council-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - Area Commissioner form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Area-Commissioner-Self-Assessment-Form-FINAL.pdf>
 - Regional Commissioner form
 - <https://www.scouting.org/wp-content/uploads/2018/07/Regional-Commissioner-Self-Assessment-Form-FINAL.pdf>