

MODULE 3 · REFERENCE CARD

ACTIVITY LEADER COMPETENCIES & ATTRIBUTES

From the EOTC Guidelines (Para 164–165). Use as a self-rating tool when planning who leads what.

PARA 164

Core competencies

- The confidence to say no
- The ability to teach, instruct, and/or coach
- The ability to plan progressive development programmes
- Relevant knowledge, skills, and experience
- A current first aid certificate
- The ability to identify and manage risks
- A clear focus on preventing fatalities
- Crisis management skills
- Leadership skills
- Sound judgement
- Communication skills
- Group management skills
- Cultural awareness
- Knowledge of sustainable practices
- A supportive and inclusive approach with all ākonga

Source: EOTC Guidelines, Paragraph 164 — recommended core competencies for EOTC Activity Leaders.

PARA 165

Personal attributes

- Empathy
- Inclusivity
- Flexibility
- Motivation
- A positive self-concept
- Problem-solving abilities
- Physical fitness
- Safety consciousness
- Approachability
- Assertiveness

Source: EOTC Guidelines, Paragraph 165 — desirable personal attributes of EOTC Activity Leaders.

1 QUICK SELF-RATING PROMPT

FOR EACH COMPETENCY / ATTRIBUTE, ASK:

STRENGTH COMPETENT TO DEVELOP

e.g. **Group management skills** with this age group, on this activity

Use this lens when assigning roles. The question is not *does this adult have the competency in general?* — it's *does this adult have it for this group, this activity, on this day?*

MATCH THE STRUCTURE

The number and competence of leaders needs to be **matched to the demands of the activity, with that group of students, in that location, on that day.** Where there's a gap, either close it (training, additional staff, simpler activity) or don't go.