



## Tips for Working with Girls at Different Levels

Follow these tips and insights to help make your multi-level troop experience fun, not challenging:

- Offer younger girls more concrete guidance to help them express their thoughts and come up with ideas.
- Older girls will have more nuanced understandings of interpersonal interactions and how Girl Scouts can take action, as well as more in-depth knowledge about the subject matter. They will bring up more complex concepts, which won't be familiar to younger girls. This is a great opportunity to ask older girls to share their knowledge with younger girls. Ask questions like, "Can you give us an example of that?" or "Can you describe that for everyone in the group?"
- Sometimes Daisies will outperform Brownies or you may have Juniors who perform at Brownie level. That's all OK; just customize your activities based on your experience with your troop.
- Younger girls will need more adult supervision and it's natural that older girls will help them, too. But make sure to treat older girls like troop members, not as mini-Troop Leaders.
- Help older girls feel welcomed and valued by giving them leadership opportunities, such as guiding a discussion or acting as a scribe. Juniors may want to earn their Junior Aide award by mentoring the younger girls.
- Give older girls more responsibility in troop decision-making. While all girls should be involved in decision-making at some level, older girls will be able to offer good insights about how to make things work better for them. When older girls make a suggestion that can reasonably be implemented, try it out and acknowledge their contribution.
- Encourage all girls to help hand out supplies and snacks.