



The Springbok Award Interview is your final step to achieving the highest rank in SA Scouting, your Springbok Scout. In fact, the Springbok Scout is a rank that only very few Scouts ever achieve, so, well done on getting this far!

A Springbok Scout heralds respect and admiration from anyone who knows what Scouting is about, as it requires great skill, hard work, tenacity, and determination. It's the badge that you've been working on for several years to earn, right from the moment you made your Scout Promise for the first time and you were invested as Scout!

With all the work you've already put in to get to this point, you may feel a bit anxious about your upcoming Springbok Award Interview and the review of your Springbok Journey. Understandably, most Springbok Candidates are anxious about their interview, but have no fear - many other Springbok Candidates have gone through this final interview, and most of the Candidates have come out of the interview having successfully achieved their Springbok Scout.

Thankfully, it isn't too difficult to prepare for. Like with all your Springbok Award requirements, tasks and activities, *Prior Planning Prevents Poor Performance*.

Several means to success are explained here, so you can be prepared and ready for your own Springbok Award Interview. This guideline is here to help you to 'be prepared'!

You are probably thinking right now that your interview is going to be much scarier than it will actually be. In reality, the members of the Springbok Award Interview Panel are probably already aware of your character, and they want you to complete your interview successfully so that you become a Springbok Scout. While it may seem daunting and intimidating, the interview is made easier if you put your Scout motto into practice and with a little preparation and planning, you'll do fine!

So, who will be on the Springbok Award Interview Panel? The Panel is composed of at least four but not more than six members, consisting of Adult Leaders within the Region; the RTC Scout Programme, Springbok Coordinator, a District Commissioner, a Rover and a Springbok Scout, and possibly a leading member of the community.

Your Troop Scouter is also invited along to attend as an observer and to support you at the interview. Your TS may be called upon to clarify a point in question during the interview.

The interview is an assessment of your Springbok Award Journey, a review of your Scouting career so far, and where your path in life may lead you going forward. The review is not an examination; the Panel does not test you. It is a friendly conversation where you get an opportunity to showcase your talents and ability and prove to the Panel that you are worthy of being a Springbok Scout.

The interview takes 30 to 50 minutes and should be no longer than an hour. Please be on time! No, actually, a Scout is courteous . . . be at least 15 minutes early!

You can say whatever you like! What is said during the Interview is between you and the Panel as the Interview is confidential and the proceedings are not disclosed to any person who is not a member of the Panel.

The Springbok Award Interview should take place within one month of you completing all the requirements for the Springbok Award. The interview is normally conducted in-person, where you sit and chat around a table at a Scout meeting facility, or it can be done on an online meeting platform.

You will receive an invitation via email with the arrangements for the interview, venue, date and time. You must attend the interview in full Scout uniform (make sure that you look smart!) and take along with you your Springbok portfolio, (Expedition Log, photographs, and any other Springbok Reports on Activities) for the Panel to review. The Springbok portfolio can either be in a hardcopy or electronic format.

If conducted online, here are some virtual meeting etiquette rules to remember:

1. Wear your full Scout uniform.
2. Test your connection, screen, camera view and equipment one hour prior to the meeting.
3. Choose a room with a clean background wall and good lighting.
4. Ensure that your camera is ON during the entire interview.
5. Use a headset to minimize background noise.
6. Mute yourself unless you're talking.
7. Keep your hands off the keyboard.
8. Look at the camera and speak clearly.
9. Give your full attention.
10. Don't interrupt – put up your hand, the Panel Chair will invite you to speak.

You will recall that when you were invested, your Troop Scouter said the words to the Scout Promise, and you repeated them. By now, as a prospective Springbok Scout, you should know the Scout Promise by heart, so make sure you do as you will recite the Scout Promise before the interview starts.

Please note the first line of the Promise is "*On my honour I promise that I will do my best*". You are expected to be honest and truthful in your responses to the questions asked during the interview and to do your best!

The Interview Panel Chair will introduce the Interview Panel members to you, and you will be asked to tell the Panel a little bit about yourself and what makes you tick. What are you involved with in school, church, etc. Tell them about your hobbies and outline your Scouting career to date, your Springbok Journey, some of the highlights, your greatest life experience, things that interest you, and things like that.

Keep it brief!; and remember, '*you never get a second chance to make a good first impression!*', so give some thought to what you want to say.

Here are the four main points to consider in acing your Springbok Award Interview:

- **Know and reflect on your Scouting Basics – your Promise and Law.**
- **Review your Scouting, Scoutcraft and Scout Interest Badge experiences.**
- **Know the ins and outs of your Springbok Award Projects.**
- **Build your confidence through good preparation and practice of possible interview questions.**

Each of these points are broken down in much more detail below — so stick around!

While these points are great for starting your preparation process, remember that it's also important that you continue to prepare for other questions from the Panel that you might encounter, and practice your communication skills beforehand.

Afterwards, you are encouraged to also reach out to your Troop's Springbok Scouts or other Springboks in the District or Region and ask for and to hear their advice. They might even give you a good question or two that they were asked at their interview for you to prepare for. Enough said, let's get into it! 😊

### **Know and Reflect on Your Scouting Basics**

Your Springbok Award represents the culmination of your Scouting experience and the pinnacle of your achievements as a Scout. By now you should know your Scout Promise and Law backwards. You'll not only have to know the Scout Promise and Law, but also the Scout Motto, and Scout Slogan by heart, and, here's where it is perhaps a little more difficult, you'll need to do some *serious and honest self-reflection* to explain to the Panel members how you live out these pillars of Scouting in your daily life!

Below are some questions you could reflect on to prepare for your Springbok Award Interview. Really dig deep into your Scouting experiences thus far and think about how these elements of Scouting have affected you personally. Also, think about how these aspects of Scouting will help you in the future!

The Scout Promise is a personal and social commitment that you made at the beginning of your Scouting journey. This is the common ground of Scout values that are shared by millions of Scouts across the world. These values are upheld in the Scout Promise and Law. On reflection, (honestly) how have you done in living up to your Scout Promise and Law?

#### The Scout Promise

*On my honour I promise that I will do my best: To do my duty, to God and my country; To help other people at all times; To obey the Scout Law.*

#### The Scout Law

You probably already know the Scout Law word for word, right? You do, don't you? If not, maybe you should do some revision before your interview. Remember the rhyme, *A Scout is trusty, loyal, helpful, brotherly, courteous, kind, obedient, smiling, thrifty, clean in body and mind.*

- *How do you live by the Scout Promise in your community? Your home? Your schooling?*
- *Why do you think that the Scout Promise and Law are so important?*
- *Which part of the Scout Law is the easiest to live by? Which part is the hardest?*
- *If you were to take one point out from the Scout Law, what would it be? What would you replace it with?*
- *Which Scout Law was the hardest to follow during your Springbok Journey?*

## The Scout Motto

### *Be Prepared*

This means you are always in a state of readiness in mind and body to do your duty. Are you? And, are you prepared for your interview yet? – read on.

- *How have you been prepared along the path of your Scouting trail?*
- *What are some ways you could teach a fellow Scout to be prepared?*
- *Do you believe that Scouting has developed you spiritually, mentally, socially, and physically?*
- *How has Scouting prepared you for life outside of Scouting?*
- *What are some of the real-world consequences of being unprepared?*
- *What can you do to make sure that you remain prepared throughout your life?*

## The Scout Slogan

### *Do a good turn every day.*

Helping others can bring you the greatest happiness, and as a Scout you do so willingly, without pay or reward. Try to do at least one 'good turn', (a helpful and friendly act; good deed; favour), to somebody every day!

- *How well do you live by the Scout Motto - What was your good turn today?*
- *Which part of the Scout Law relates to the Scout Slogan?*
- *When has it been easy to do a good turn daily? When has it been hard?*
- *Why is it so important to do a good turn daily?*

## **Review Your Scouting Experiences and Springbok Journey**

In order to get to the Springbok Award Panel Interview, you've already had to have earned many different Scout Interest badges! In addition to these Interest, and Scoutcraft, badges, you've had to earn three Advancement badges, and maybe one or two additional Challenge Awards along your Scouting trail. So naturally, you're going to have a host of knowledge and experiences to talk about after learning such a wide variety of different topics.

With such a large pool of knowledge, you can be almost certain that the Interview Panel will ask about your experiences earning badges and completing the requirements for your Springbok Journey. As such, prepare for these questions thoroughly!

Especially focus on what you've gained and learned from your Springbok Activities.

*Here's a Springbok Scout pro tip:* Talk about your Scoutcraft, Interest and Advancement badge experiences and your Springbok Journey through short, personal stories! Not only will this help you appreciate how much you've learned in Scouting, but personal stories will also be very interesting to the Interview Panel!

One important thing to remember is that your Springbok Award Interview Panel will not be testing you on the skills you've already learned. For example, they're not going to ask you to describe the symptoms, first-aid responses, and preventative measures for hypothermia. No need to study the nitty-gritty. 😊

Instead, at your Interview, you'll be asked to describe your Scouting experiences and talk about what you've taken away from those opportunities, what you have learned. Here are some things to consider when thinking about your past Scouting experiences:

- *If you attended an LDC, PLTC or PLTU training course; what was the main learning that you took away from that training?*
- *Which Scoutcraft / Interest badge did you enjoy working on the most and why?*
- *Conversely, which did you enjoy working on the least and why?*
- *In completing the Scoutcraft, Interest and Advancement badge requirements, did you learn skills that will benefit you in later life?*
- *If you could change one thing in Scouting, what would that be?*

### **Know the Ins and Outs of Your Springbok Scout Projects**

Ah yes, the three major Springbok Scout Projects. These are probably the toughest challenges you've had to face on your road to Springbok. However, these have also probably been some of your most rewarding experiences too!

Your three major Springbok Award Projects are some of the defining aspects of the Springbok Scout badge, as they encourage you to put into practice the training and skills learned during your time as a Scout and require a significant amount of leadership, organizational and planning skills to pull off, the culmination of all your Scout training.

This makes the major Springbok Projects a great point for the Panel to discuss. If you remember one thing from this guideline, it's most important to note that the Panel *will* ask you about your Springbok Award Projects.

Again, they probably won't ask for specifics on your project. Instead, their questions will be around your overall experiences planning and leading your projects.

*Another Springbok Scout pro tip* – tell the Panel in what way you learned *leadership* skills and how you managed as the *leader* of the Patrol.

Here are a few of the most important things to consider when thinking about your Springbok tasks, activities and experiences:

#### Springbok Scout Expedition

- What did you learn with the planning of your Springbok Expedition?
- Did the hike go according to plan? If not, what went wrong and how did you handle it?
- Did the hike challenge you and your fellow Scouts?
- What was the most important thing you learned from this project?

#### Community Service Project

- Give a brief description of your project and who it benefited.
- Why did you choose to do this project and benefit these people/organisation(s)?
- Did your project achieve the goals you set and fulfil the need in the community?
- What was the most important thing you learned from your project?



## Scout Skills: Major Project

- What project did you choose as your major project and why?
- In what ways did you show leadership in your project?
- Did you have fun in doing the project and did the other Scouts enjoy the project?
- What was the most important thing you learned from this project?

## Some other types of questions to consider that may be asked.

- If you could, what, if anything, would you do differently in your execution of your Springbok Tasks and Activities?
- What advice would you give to any future Springbok Candidates who are starting out on their Springbok Journey?
- What are your future plans in Scouting?
- Where do you see yourself in ten years' time?

## **Build Confidence Through Practice Questions**

The last and the most important point to keep in mind is to be confident when discussing your answers! The best way to build confidence is through practice! Briefly consider how you might answer questions about your Scouting experience.

Remember, that it's normal to be a bit nervous and anxious about your Springbok Award Interview, but don't let that nervousness take over your mind! If you follow the previous points and ask your fellow Springbok Scouts about their experiences in their interview, you'll be more than prepared to answer any questions the Interview Panel could potentially ask you.

While your Springbok Award Interview will be different from other PGAs and Scout advancement level reviews you've had in the past on completion of Traveller, Discoverer and First Class, by following each of the points in this guideline, you'll surely succeed!

Here are a few final points to keep in mind:

The Panel is not going to test you. There are mostly no right or wrong answers (except of course for the questions on the Scout Law 😊). What they care about most is the quality of the answers you give.

Review this guideline as much as you like, speak to as many Springbok Scouts as you like, but try not to over-prepare! It's not good to try and script answers for every single possible question. **Just be yourself** – it is YOU the Interview panel wants to get to know.

Think of the interview as a confirmation of what you have done, a conversation about your Scouting experiences. The Panel wants you to succeed! They just want to be sure you've thought about your Springbok Journey, in fact, your entire Scouting journey, and what it means to reach the final goal and become a Springbok Scout!

At the end of the interview, you and your Troop Scouter will be asked to step out while the Springbok Award Interview Panel deliberates about your qualifications, the review of your Springbok Journey, and your acceptability to be a Springbok Scout.

This typically takes 10 to 15 minutes . . . but the wait feels like an hour!!

You will then be asked to return. The Panel will tell you whether they consider you to be a worthy recipient of the Springbok Award or not. If you have successfully completed all the Springbok requirements and impressed the Panel with your answers to their questions, the Panel will then recommend your Springbok Award application to National.

As the Springbok Award is a National Award it must first be ratified and endorsed by the Chair: National Scout Programme prior to confirmation that your Springbok Award Application is successful. Only then will you be notified that you are indeed a Springbok Scout!

If, for whatever reason, the Interview Panel deems that you fail to qualify for the Springbok Award, they will immediately explain to you the reasons for failing and, if you have not yet turned 18, what you can do to correct any unresolved issues and re-apply for a Springbok Award.

On a final note, you deserve to be confident! You've spent the last several years of your life learning new skills, working hard in putting those skills into practice and preparing for this prestigious award. You deserve it! You've got this! 😊

Compared to all the steps you've had to overcome to get here, completing an hour-long interview is a walk in the park! In fact, you already know all the answers to the Interview Panel's questions! All you need to do is reflect on your Scouting journey to remind yourself what those answers mean to you, personally.

Remember . . . BE PREPARED!

Just be YOU! Be the best Springbok Scout you can be! And Good luck!!