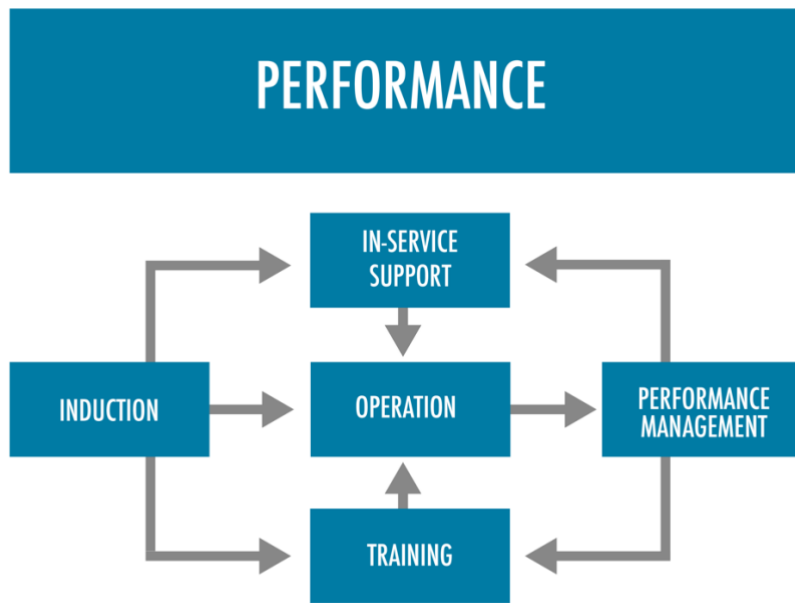


**PERFORMANCE**

Within the Performance phase, there are elements such as Induction, Training, Operation, In-service Support and Performance Management.



**Adults in Scouting Life Cycle - Performance**

**INDUCTION**

Description	NSO Responsibility	Adult Perspective
Induction is the period when adults are properly briefed about the tasks to be undertaken so that they understand the role and its responsibilities.	The NSO provides initial training, integration into the team, peer support, and mentor guidance.	The Induction enables adults to understand their role in the wider cultural context: the working team, scope of work, resources available, decision-making process, reporting procedures, etc.

## TRAINING

Description	NSO Responsibility	Adult Perspective
<p>Training provides adults with the knowledge and skills they need to perform their role in Scouting. Training can be a part of the Induction process or the In-service Support.</p>	<p>The NSO should develop a system to support and validate all the training undertaken by the adults, formal and non-formal.</p>	<p>Training enables a higher level of confidence, competence, performance, commitment, and on-the-job satisfaction.</p>

## OPERATION

Description	NSO Responsibility	Adult Perspective
<p>In the Operation stage, adults (alone or in a group) perform the given task or assignment.</p>	<p>Performance should be in accordance with the expectation of the NSO as described in performance indicators and outcomes.</p>	<p>Adults should strive for quality and use the support systems offered by the NSO.</p>

## IN-SERVICE SUPPORT

Description	NSO Responsibility	Adult Perspective
<p>In-service Support provides direct and adequate support (technical, educational, material, moral, or personal) to enable adults to perform well.</p>	<p>The NSO is encouraged to develop a proper understanding of the specific needs their adults may have and provide adequate support.</p>	<p>Adults should actively use the support offered to become more knowledgeable, skilful and confident in their role.</p>



**PERFORMANCE MANAGEMENT**

Description	NSO Responsibility	Adult Perspective
<p>Performance Management is a process that provides an opportunity to assess the extent to which the adults are meeting the requirements of their role or function. It is also an opportunity to get feedback from the adult, so it is a two-way process (dialogue).</p>	<p>The NSO is obliged to provide feedback to the adults on their performance to assist the adults' progress.</p>	<p>Adults should receive regular periodic feedback necessary to help them develop greater autonomy in their role or function and be responsible for their own development. Adults should be encouraged to provide feedback.</p>

**See also:**

- [World Adults in Scouting Policy](#)
- [AiS Self-assessment Tool](#)