

# Guides DOs & DON'Ts

## What do Guides DO?

Guides at River Oak are game makers who propose exciting challenges, set boundaries, and invite learners to start a life-changing journey.

Guide's authority is limited by a Learner-Guide contract that restricts the role to five primary tasks:

1-Guides lift the eyes of learners to the horizon.

2-Guides believe each learner is a genius who deserves to find a calling that will change the world.

3-Guides inspire learners by offering a Hero's Journey through life, beginning with the end in mind; discovering precious gifts, and using them in a joyful way to serve others as they build a strong community.

4-Guides are game makers who provide challenges, frameworks, processes, tools, milestones, and world-class examples.

5-Guide's offer real-world challenges that resonate with young heroes.

A Guide is a game maker who describes an exciting quest; sets incentives and rules and invites learners to play.

Guides hold up a mirror of accountability.

Guides encourage learners to create covenants to govern the studio and then allow learners to learn from mistakes.

Guides insist on due process and if the studio isn't living up to its promises, hold up a mirror so the tribe can decide to do as they promised or explicitly lower its standards.

Guides shepherd the energy of the learning community.

Guides feed and nurture learner-driven communities through the rhythms, rituals, and reflections that build a healthy community, proposing intrinsic and extrinsic rewards for individuals, squads, and the studio to boost intentionality and energy.

Guides prepare learners to become game makers.

A Guide's final and most important role is to catalogue, record, document, and simplify processes so learners can become game makers themselves.

Guides celebrate as learners take on more and more of a Guide's responsibilities.

## What do Guides NOT do at Acton?

Guides do not pose as Unicorn Teachers.

We each long for a personal tutor with the wisdom of Socrates; the curiosity of Nobel Physicist Richard Feynman; the developmental knowledge of Jean Piaget; the pedagogy of Maria Montessori and the emotional intelligence of Oprah Winfrey.

Unfortunately, such Unicorn Teachers do not exist.

Guides do not act as parents.

Guides do not nag or try to force learners to work. Instead, guides trust parents to parent.

Guides never offer parenting advice.

Many parents wish a trusted adult to ensure them that their child is "above average." We believe it is impossible for one adult to make accurate insights into the thinking and motivation of dozens of young people.

Guides do not grade or lecture.

Guides do not grade. Excellence at River Oak depends on whether a learner has given a "best-effort" or improved over time.

Guides never lecture. Guides ask questions instead.