

Brownie Girl-Led Matrix

Use this matrix to help you empower your Brownie level girls to take the lead as they choose, plan, do, problem solve, and reflect on the activities that they would like to do in Girl Scouting. When girls step up and take ownership of their decisions, they grow into confident leaders who can make informed and empowered decisions—a valuable skill they’ll carry throughout their lives. Learn more about letting girls lead with the [Girl-Led Progression Chart](#) and [Virtual Girl-Led Progression Chart](#).

Empower Brownies to Lead	How to Support Girls Leading Examples	Brownie Characteristics	Brownie Girl-Led Examples
CHOOSE	Leader asks girls to share ideas on where to take a trip and then helps them take a vote.	Brownies are learning to create and choose desired items or activities and benefit from opportunities to decide on how to make informed choices.	Once girls decide on an activity such as a trip to the local nature preserve, ask them to propose how to conduct it – how will they get there, what will they do when they arrive, what should they plan to bring with them?
PLAN	Parent asks girls questions that help them to make a list for a sleepover.	Brownies are learning to take responsibility as a team for deciding how to accomplish a task with assistance of an adult.	Rotate roles and duties at meetings such as opening ceremony or closing song or activity and let small groups of girls plan how to run it during their turn.
DO	Girls run an activity with each other, while a leader stands by to answer questions or make suggestions. Even though they may make mistakes, they can learn from one another and from the shared experience.	Brownies are learning to try new things on their own with limited adult assistance.	Ask girls to do more than they are capable of doing on their own, while giving them limited strategic help only when needed such as preparing a salad for a troop meal or buying all the items on a shopping list for a trip.
PROBLEM SOLVE	Volunteer asks questions that help the girls solve a problem.	Brownies are learning to show respect for others and demonstrate responsibility and fairness in solving problems and working together.	When problems arise, give everyone equal opportunity to participate in group decisions, listening to others and weighing opinions equally in deciding next steps – for example, if there are not enough graham crackers for all girls to have a second s’more, work with them to decide how to solve it fairly.
REFLECT	Adult helps girls share a new experience and asks what they learned and how their feelings have changed after their experience.	Brownies benefit from sharing and reflecting on group experiences. Encourage a sense of belonging by helping them reflect on and express how the group experience felt.	Have girls share or write in a journal about the group’s experiences including how they each contributed and what they liked best about the group’s experience together.