

# GROUP GUIDE'S HANDBOOK



**CHALLENGERS**

30 DAY CHALLENGES

A.K.A.: CHALLENGERS' LITTLE RED BOOK

# WHAT IS CHALLENGERS



- Challengers is about getting together to help and support each other in our quest of improving ourselves, learning new abilities, start and keep doing what's good for us. We join people in groups to enhance peer support and help get the most of their challenge.

# WHAT IS YOUR ROLE AS A GROUP GUIDE



- Your role as a Group Guide is to support your small group members (which is about 10 people) along the way of accomplishing their challenge.
- It's not about doing the challenge on our own (facing all the setbacks and difficulties of that), but to encourage mutual accountability and cultivate consistency.
- **So how do you do that?**
- We expect that Group Guides support participants in following ways:
  - help your group members get oriented at the start (see the timetable below);
  - communicate all the needed information from Challengers team to your group members and in time ☺ ;
  - help your group members get oriented with the tracking system and encourage them to use it regularly;
  - encourage your group members to share regularly about their progress (and setbacks) to cultivate mutual accountability and group support.
- **Your mission is** to create an atmosphere of mutual support and accountability in a group, so that everyone could benefit from the group form of motivation in accomplishing their challenges individually and enjoy it. By caring, but not forcing.
- It takes only few minutes a day ☺ If you need any assistance, please reach out to Challengers team.
- If you want to quit from being a Guide at any stage of a Challengers round, please let the Challengers team know. As much as we are sad about it, we surely understand sometimes things don't go according to a plan. Don't feel guilty about it. We'll adjust to it and find the best solution.

# BEFORE DAY 1



- Create your small “theme” group and add all your members there
  - (Challengers team will provide you with a list of names and WeChat IDs of your group members, which is about 10 people.)
  - Better to friend all group members in order to reach out to them personally when you feel need it.
  - Let us know if you have problems with finding, contacting or adding someone. We'll help you sort it out 😊
- Remind in a small group what Challengers is about.
- Introduce yourself briefly,
  - state your challenge,
  - how frequently you're determined to accomplish it
  - and to share about the progress (setbacks) in a group.
- Ask each member to share:
  - their targeted challenge,
  - frequency of challenge (daily, few times a week),
  - their preferred frequency of sharing their progress in a group (daily, few times a week, at the end of each week),
  - and their expectations form Challengers
- Clearly communicate that members who have not shared their challenges will be removed from a small group when the round starts. We encourage each of participants to be highly engaged.
- Invite your group members to a kick-off meet-up (will be organized at the weekend right before the round starts and will be communicated to you by a Challengers team)

# ON DAY 1



- Congrats everyone in your small group with starting the new round of Challengers
- Remove all members who have not shared their goals stating the rules of the Challengers
- Introduce the tracking system, and share the link
  - Members may be requested to create an account, if so, please invite them to do so.
  - The daily tracking is what allows you and participants themselves to observe an actual progress in a chosen challenge and to generate the Finisher's Posters at the end
  - Members can use their own means of daily tracking but are invited to share regularly in the group
  - Share the daily tracking link with Challengers organizing team

# 1<sup>ST</sup> WEEK



- This period is important to create a good cohesion in the group
- Share daily tips in the group (7 tips to be shared by Challengers organizing team)
  - Day 1: Start easy
  - Day 2: Make a plan
  - Day 3: Keep track
  - Day 4: Vary the difficulty
  - Day 5: Adapt your goal/target
  - Day 6: Share your challenge with friends
  - Day 7: On a difficult day, do a mini day instead of nothing
- Encourage members to share their progress, difficulties, techniques (...) in the group

# EVERY 3-4 DAYS



- Repost the link to the daily tracking system
- See how your group members are sharing about their progress in the group. Do you have someone who disappeared for few days?
- Check with the members who haven't shared since last repost
  - First in the group by @ing them
  - Then PM them if no response within 24h (PM them no more than twice if no answer)
  - If still no answer, don't insist. They will come back naturally if they can.

# WEEKLY MILESTONE



- Optional, to help you create an even stronger bond for mutual support and see how you and your group are really doing.
- Self-reflect on the group dynamic and activity
  - Briefly look through your group members reports about their progress during the week.
  - *How often overall did people share? Did your group have drop outs this week?*
  - *Did you support them by checking on them during this week? Would you like to pm them now and ask how have they been and if they want to continue?*
  - *To whom you've noticed it's better to reach out and check on them personally and might prevent a drop out?*
  - *What additional support you might need for yourself as a Guide?*
  - We encourage you to share your observations in a Guides group with other Guides and Challengers team at the end of the week. So that we know, what is an overall situation in your small group, and how else we might support you and your group members.
- Self-reflect on the progress and the challenge itself
  - At the end of each week you might want to have some brief self-reflection with your group members. It'll help you to realize in which direction you are going and if you need to change anything to support yourself and others in your progress and maybe even to redefine the goals.
  - You might want to ask yourself and share with others in your small group some of the following questions (if you don't want to share your answers, it's totally fine, these answers are important to yourself):
    - *What have I accomplished so far?*
    - *How often did I actually do my challenge during this week? How often did I share about my progress in a group?*
    - *Have I done it according to my intention?*
    - *How does that feel to me so far?*
    - *Did I share my struggles? Do I want to share my struggles and ask for additional support of my peers/guide?*
    - *What do I need right now to continue my challenge or to change anything in it during the next week?*
    - *What will happen if I continue to do it according to my intention?*
    - *What will happen if I change what I want to change? How might I feel then?*
    - *What will happen if I don't continue, don't change?*
    - *Do I support myself enough? How would I like to reward myself if I keep doing and implement the needed changes?*
- Your group members might want to share their answers or to keep them with themselves, both ways are perfectly fine 😊
- Let us know about the dynamic of your group, and how else we might support you if needed.



# ON DAY 30



- Congratulate all Challengers on finishing their challenge! Hooray!
- Send the daily tracking link and ask all members to complete the tracking
  - The tracking is what allows to create the Finisher's Posters. No tracking, no Finisher's poster
- Add all members still present in the group at the end to the Challengers Alumni group.

# AFTER DAY 30



- The Challengers organizers will send you the Finisher's Posters of you group members. Send them to your group so the members can have access to them. (The name of the participant should be written in the top-left corner of the poster)
- Feel free to encourage participants to continue their challenge beyond the 30 day period and to keep sharing in the group.

# HELP US IMPROVE



- If you have ideas of additional information to add to this Handbook, please let us know! We are always looking to improving Challengers.



**SEE YOU ON THE  
NEXT ROUND**