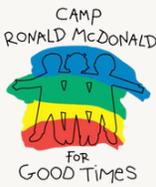


# Breakout Room #1: Interview Questions



**Attention Interviewers:** For legal reasons, it is imperative that you ask only the questions listed on this form. Each prospective employee must be evaluated based on the same interview format. Questions regarding age, race, religion, marital status, ethnic background, children, and any disability are prohibited against the Equal Opportunity Employment Law. (Share screen and show schedule on next page)

## Applicant's Name:

### 1. General

What draws you to this organization?

If I asked someone who knows you best, what are three words they would use to summarize you?

### 2. Working with Kids

What is it about working with kids in an overnight camp setting that interests you?

What do you find are the most rewarding aspects of caring for/working with children?

What do you find are the most challenging aspects of caring for/working with children?

What do you want the kids to get from being with **YOU** at Camp?

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# Breakout Room #1: Interview Questions Cont'd



**Applicant's Name:**

### 3. Working with Adults

Tell me about a time you had a disagreement with another adult in a work, school, or team setting. How did you approach the conversation, and what was the outcome?

Tell me about a piece of constructive feedback you recently received from a supervisor, instructor, or mentor. How did you respond, and what did you do with that feedback?

### 4. Will they fit into our philosophy/program?

What concerns do you have around anything you've heard about working at Camp/being part of the Camp community? (heat, no cell phones, sleeping outside, long days, rigid schedule)

Describe a time you didn't initially understand or agree with a rule or policy. How did you seek clarity, and what did you learn from that experience?

### 5. Grit & Perseverance

Tell me about a time you made a mistake. How did you take responsibility, and what steps did you take to repair or improve the situation?

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# Breakout Room #1: Interview Questions Cont'd



**Applicant's Name:**

Tell me about a time you committed to something that ended up being more demanding than you expected. How did you stay engaged through the challenge?

## 6. Values

What characteristics do you most appreciate about someone you admire? (mentor, parent, instructor, coach, etc.)

Parents will be leaving their children in your care. Why are you a good candidate for this?

**Applicant's Name:**

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## 6. Values

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# Breakout Room #2: Hypothetical Questions



**Select 1 or 2 for each applicant. You can ask more clarifying questions if you feel you need more information.**

Now, I'm going to walk you through a couple hypothetical situations that are based on real moments that have happened at Camp. These scenarios may involve navigating a challenge with a camper or fellow counselor. I'd love to hear how you would approach each situation and what your thought process would be.

There's no single right or wrong answer! We provide comprehensive training on communication, behavior management, and conflict resolution during staff training. Right now, we're simply interested in your instincts and how you think things through.

- 1. Suppose there is a camper in your group who tends to be a loner and isn't fitting in with the group. How would you handle that situation?**
- 2. What if there's a "bully" in your group who dominates and teases other campers?**
- 3. What if there is a clique of campers in your cabin who are excluding one camper?**
- 4. Suppose your co-counselor is not pulling their weight. You constantly have to be the one to keep your cabin/activity in order. You are always the "bad cop" while your co-counselor sits back and is the "good cop". How would you handle the situation?**
- 5. You are sitting at campfire beside two counselors who are flirting with each other. The flirting continues to the point where they are focused on each other and nothing else. How would you handle this situation?**
- 6. Any other Camp-related situation you can think of...**