

# 2026 Camp Interview Guide



## Welcome, Interviewers!

Below is a comprehensive guide to help you navigate our group interview process smoothly, confidently, and with all the Camp Magic you bring! Whether you're a seasoned interviewer or joining for the first time, we've got you covered!



## **BEFORE THE INTERVIEW:**

**Arrival Time:** Please log in 30 minutes prior to the start of the interview.

### **Weekday Interviews (T/W/TH)**

Your Arrival: 6:30pm (PST)  
Interview Begins: 7:00pm (PST)

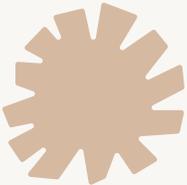
### **Saturday Interviews**

Your Arrival: 9:30am (PST)  
Interview Begins: 10:00am (PST)

## **Purpose of Pre-Interview Huddle:**

- Review the flow of the evening
- Assign “roles” (which interviewers are matched with which applicants, who leads portions of the interview)
- Review applicant materials
- Answer any lingering questions

## **INTERVIEW FLOW & STRUCTURE**



### **1. Welcome & Opening (Led by Host: Hanna or Chad) [Time: 10min]**

- Hosts introduce themselves and the interviewers
- Set the tone: authentic, welcoming, relaxed, and professional
- Emphasize this is a two-way street: we are learning about them, and they are learning about us
- Share screen: Show Mission & Outcomes page from FAQ packet



### **2. Introductions [Time: 10-15min]**

- Interviewers introduce themselves (Name, Favorite Part About Camp, and an Icebreaker Question)
- Applicants introduce themselves campfire skit style! We will give them 5 minutes to do so.



### **3. FAQ Packet Review [Time: 20min]**

- Host leads an overview of key content from the FAQ packet
- Invite applicants to ask questions at the beginning and throughout

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## 4. 1-on-1 Interviews (Breakout Room #1) [Time: 25 minutes]

- Host assigns 1 interviewer + 1-2 applicants per breakout room
- Host will send a “5-minute warning” and a “Wrap it up” message
- We will then regroup in the main room for the Fish Bowl Activity



## 5. Fish Bowl Activity (Group Breakouts) [Time: 20 minutes]

- One interviewer facilitates the activity by reading a scenario
- The interviewer gives the 10-minute countdown, and then all interviewers and hosts mute themselves and turn off their cameras, stepping back to observe silently.
- After the 10 minutes, interviewers return and the facilitator leads a debrief.



## 6. 1-on-1 Interviews (Breakout Room #2) [Time: 15-20 minutes]

- Interviewers present 1 or 2 scenarios from Page 4 of the “2026 Interview Questions” Document
- Then continue with the “What Now?” sheet
- Once completed, applicants hang up; interviewers return to main room



## 7. Post-Interview Debrief & Voting [Time: 15-30 minutes]

- Interviewers regroup and discuss each applicant
- Ask follow-up questions, clarify impressions, and share insights
- Voting method: On the count of 3, everyone reveals Thumbs Up or Thumbs Down
  - Some decisions are immediate; others may require further discussion

# Interviewer Expectations



## Be Prepared!

- Review Applications and recommendation forms in advance. Make notes where needed!
- Familiarize yourself with interview questions and have questions/interview materials ready to go.



## Be Welcoming!

- Bring on your WEST!! Smile and engage with applicants!



## Be Engaged!

- Listen to questions and responses.
- Nod, make eye contact, and give verbal cues that show you are listening.



## Be Camp Appropriate!

- You are an ambassador for Camp and representing the best thing about camp; the magic of Camp and our INCREDIBLE community!
- Your passion for volunteering for camp should come shining through during the interview process. Please leave sarcasm and inside jokes at the door. We want all of our applicants to feel emotionally safe.



## Be Aware of YOU and Your Energy!

- Be mindful of your facial expressions, tone of voice, and gestures that reveal your feelings. If an applicant sees you are uncomfortable they might change their answers to try and please you.
- Be mindful of your body language. Be sure to keep your feet on the floor. Sit up tall in your chair, shoulders back, and ready to receive responses from applicants.
- Appear interested at all times! If the applicant senses you are intently listening, they are more likely to open up.



## Be Fair, Consistent, and Thorough!

- Remember to evaluate the applicant during the whole interview.
- If you miss something ask the person what you missed. “Chad, I missed what you said...”
- You need to look for both strengths and weaknesses. Remember, we want to hire people based on both their strengths and weaknesses.
- Beware of falling in love with potential! (Remember that we’re providing a service for the kids, not the staff!)
- Stick to the questions! It’s okay to ask for clarification. Please do not add extra questions of your own. Make sure to ask each applicant ALL of the questions.

# Applicant Behaviors to Watch For



## Green Flags!

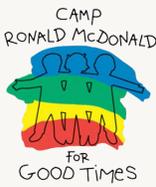
- ✓ Smiles
- ✓ Arrives early to interview
- ✓ Asks insightful questions
- ✓ Asks others for suggestions
- ✓ Practices kindness; uses please, thank you, excuse me, learns others' names, introduces themselves to others, etc.
- ✓ Compliments others, positive self-talk
- ✓ Smiles or laughs at themselves to show they are not perfect
- ✓ Shares credit with others and gives credit by saying things like "our idea" or "It was Chad's suggestion"
- ✓ Gives other people opportunities to lead by asking them to step into a role
- ✓ Can identify and meet needs in given situations
- ✓ Accepts compliments from others
- ✓ Takes initiative, but doesn't always have to be first to speak, giving others the opportunity to insert themselves.

## Red Flags!

- ✗ Arriving late - especially with no heads up
- ✗ Arrives unprepared
- ✗ Overly unprofessional appearance
- ✗ Lack of eye-contact
- ✗ Inability to connect, weak social skills
- ✗ Swearing/inappropriate language
- ✗ Gossiping/talking trash about others
- ✗ Rambling too much - lack of focus
- ✗ Too much bragging/self-centered
- ✗ Overly uncomfortable in group setting
- ✗ Poor listening skills: always asking to repeat the question, not answering the question asked, asking questions that someone else already asked
- ✗ In talking/working with others: is rude, speaks over others, interrupts, dominates conversation, leaves others out
- ✗ Rarely shares own ideas or not open to the ideas of others
- ✗ Shows lack of respect for role, organization, and interview
- ✗ Defensive when given feedback. Not able to understand or apply the feedback.
- ✗ Think they already know everything there is to know about camp due to previous experience (could be previous camp experience, former camper, etc.) Not open to taking in this new experience.

# FAQ Pack for Interviewers

Frequently Asked Questions... and the answers for interviewers!



**IMPORTANT:** If you're the interviewer who'll be reviewing/summarizing the FAQ pack, remember to include these points after you give the applicants time to ask questions about camp. Sitting in silence for a few moments while they think of a question(s) is okay! All applicants have had an opportunity to read through their Applicant Deck (with 20+ slides of information all about camp) prior to their interview.

## Script:

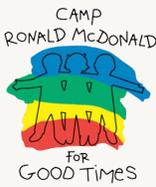
- By now you have received and reviewed your Applicant Deck and read about Camp
- In this part of the interview we will discuss a few important points to make sure everyone is clear before getting to Camp.

## **To start: what are your questions about Camp?** (pause for questions!)

Now, we will go over our most frequently asked questions...

- You might sleep outside one night while at Camp. This depends on the age group you end up with. Not all groups do this.
- We are an Unplugged Community at camp. This policy is important to our community. We want our attention 100% focused on training and our Campers while at Camp.
  - This means Campers and Volunteers must put away that cell phone for the entire session. (Except during your 1-hour break - more details in a second!)
  - Volunteers are asked to bring a wrist watch and are encouraged to bring a camera if they wish to take photos
  - We will provide every cabin with alarm clocks!
  - While we ask you to be UNPLUGGED, we are not asking you to be completely disconnected from necessary communications...
- Please set your friends, family, and work up realistic communication expectations during your session. It's best to please let your friends, family, loved ones and employer know that they will not hear from you for 8 days or communication will be limited.
  - Staff can use their cell phones ONLY in their cabins while on break. Phones should stay in cabins and remain off outside of that one-hour break period.
  - There is limited time and availability for using the Camp Staff Phones at Camp: During your 1 hour break each day or during fellowship from 10:30pm - 12am.
  - If there is an emergency, they can call camp and one of us will relay the message to you.
- If you need to use a computer during the day in the session to check an email, sign up for classes, or other necessary communication, swing come by the Program Office on your break! **Any questions so far?**

# FAQ Pack for Interviewers



- All volunteers are asked to set goals and have a conversation about them at the beginning, middle and end of the session with a support director.
- You will constantly be talking, playing, working, eating, sleeping and being with PEOPLE!

## **Articulate the difference between an Activity Counselor and Cabin Counselor.**

### **Activity Counselors:**

- Learn and lead at least 2 activities for the entire week
- Help to set up and tear down behind the scenes throughout the week
- Meet and develop a relationship with every camper in camp
- Opportunities to be 'attached' to a cabin; spending a bit more time with one group of campers
- Live in a dorm style setting with other Activity Counselors

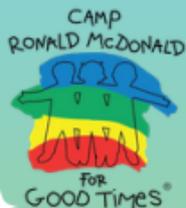
### **Cabin Counselors:**

- 2 or 3 Cabin Counselors create a family for 8-10 Campers
- You live with your campers for 6 days 5 nights, assisting in activities, eating meals as a family, sleeping in the same cabin while providing supervision
- Need to identify and meet the needs of their campers including safety, daily health needs, guidance and discipline
- Are expected to get in the pool for 1 hour with their campers each day

## **Any questions so far?**

- **Breaks:** All Volunteers are expected to take a 1 hour break each day.
- We have a wide range of food options to suit many dietary needs
  - Vegetarian options always available at meals
  - Full salad bar at lunch & dinner – as well as fruit & bread bar
  - Water, Powerade, coffee & tea are always available. Soda is not available in the dining hall during the day. Staff may get soda on their break in the staff lounge or during Fellowship
- No drugs, alcohol, tobacco or sex @ Camp
- Let's go over a typical day at Camp, from sunrise to the end of Fellowship! (Share screen and show schedule on next page)

# A TYPICAL DAY AT CAMP:



7:00AM

RISE & SHINE

8:20AM

ALL CAMP LINE UP

8:30AM

BREAKFAST

10:00AM

ACTIVITY PERIOD 1

11:15AM

ACTIVITY PERIOD 2

12:50PM

ALL CAMP LINE UP

1:00PM

LUNCH

2:00PM

REST HOUR

3:00PM

ACTIVITY PERIOD 3

4:15PM

ACTIVITY PERIOD 4

5:50PM

ALL CAMP LINEUP

6:00PM

DINNER

7:30PM

EVENING ACTIVITY

9:30PM-10:30PM

BACK TO CABINS! CLOSINGS & BED

10:30PM-12:00AM

PATROL

11:15PM

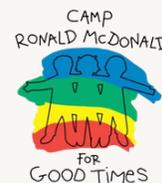
STAFF MEETING/FELLOWSHIP (OPTIONAL!)

12:00AM

PATROL ENDS/ALL STAFF BACK TO CABINS



# 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?

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## 6. Values

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

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# Breakout Room #2: Hypothetical Questions



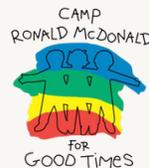
**Select 1 or 2 for each applicant. You can ask more clarifying questions if you feel you need more information.**

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...**

# Fish Bowl Scenario



## Scenario:

Your commuter plane has crashed in the desert. You are the only survivors. You have traveled on foot for 2 days without rescue. The only nutritional resource you have left is one 12 oz bottle of water. If one of you drinks the water, that person can hike to civilization, hopefully find help, and begin a rescue. The survival odds for the person who drinks the water and goes for help are 80%, the survival odds for those who remain are 20%, at best. However, you are certain of only one thing: there is only enough water for one person. If you share the water, you will all perish. Your decision: who gets the water? You have 10 minutes to decide. Good luck and begin.

## Debrief:

What was your group's decision?

How did your group reach that decision?

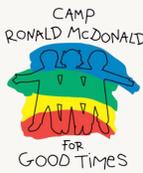
How do you believe you performed as a group?

Did your group have a leader? If so, how were they chosen?

Did anyone feel they (or someone else) had an idea or opinion that went unheard / unacknowledged by the group?

There is no absolute right or wrong answer to this scenario. The final solution is of little importance to us. We use this to see how you work in a group problem solving setting - how do you respond to others suggestions? Can you contribute to a discussion with both input and stepping back? Can you follow as well as lead? Well done and thank you for participating.

# What Now?!



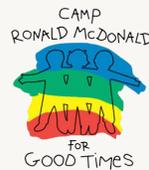
## Post-1-on-1 Interview Questions:

1. How do you feel about the process you just went through? Any follow-up thoughts or questions?
2. Any friends or relatives who volunteer at Camp or have applied to be a volunteer? Who?
3. Role: Cabin or Activity? (Do they have a preference or slight preference?)
4. Session preference?
  - Session 1: June 25 - July 2
  - Session 2: July 5 - 12
  - Session 3: July 15 - 22
  - Session 4: July 25 - Aug 1
5. Youth/Peer/Supervisor Recommendation forms? (If application did not contain recommendation forms, remind applicant to send in ASAP so their application can be processed.)
6. Plant the seed about New Staff Orientation and SDT!

**New Staff Orientation (NSO)** is a MANDATORY training for all new staff members and is designed as a fun way of introducing new staff to Camp staff, policies, traditions, and culture. This year, NSO will take place virtually. We will offer two dates: June 4<sup>th</sup> @ 6:30pm and June 13<sup>th</sup> @ 10am. Hanna will send you more details on this!

**Staff Development & Training** takes place two days before campers arrive at Camp. These dates are already figured into each Camp Session. During this time, about 55 staff members, both new and returning volunteers, will participate in staff training sessions and teambuilding events. Role responsibilities, emergency procedures, program orientation, and camp traditions are presented in a fun camp setting. Staff will also meet their co-counselors and plan activities for the arriving campers. Hanna will send you more details on this!

# What Now?!



## Post-1-on-1 Interview Questions:

7. Let them know they should hear the results of their Interview within two weeks. Please feel free to call us! Just ask for Hanna or Chad.
  
8. Remind them of 8 day commitment & how to contact us. (Reach out to Hanna!)
  
9. Thank them for joining and end the call.