

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)

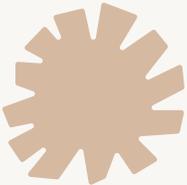
Saturday Interviews

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