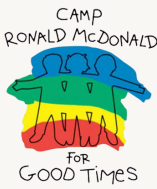


Re-Interview Questions



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. Motivation & Intent

Why do you want to return to Camp?

What do you believe you contribute to the camper experience?

2. Self-Awareness & Growth

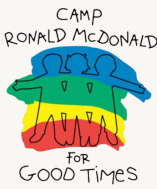
Reflecting on your previous Camp experience, what feedback would you give to yourself?

What feedback did you receive last summer and how have you worked on it since then?

What would be noticeably different about you if you returned this summer?

Why do you think you're being asked to re-interview?

Re-Interview Questions



3. Safety & Risk Management

Walk me through how you would safely run a higher-risk activity (e.g., archery or fishing). What steps would you take before, during, and after the activity?

If you saw another counselor not prioritizing safety, what would you do?

4. Co-Leadership and Team Dynamics

If you are co-leading an activity and your partner is taking the lead, how do you ensure you are still actively contributing?

How do you handle disagreements with a co-counselor, especially in front of campers?

Tell me about a time you were in a shared leadership role that didn't go well. What did you learn and what would you do differently now?

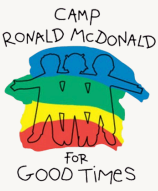
5. Accountability & Ownership

Tell me about a time you were responsible for something and it didn't go as planned. What did you do in the moment?

How do you stay organized and keep track of responsibilities in a fast-paced environment?

How do you typically respond when you receive feedback that's hard to hear?

Re-Interview Questions



6. Decision-Making & Judgement

If you're unsure how to handle a behavioral situation involving campers, what steps would you take?

What does being a "responsible camp counselor" look like to you on a daily basis?

What do you think makes someone not a good fit to be a camp counselor?

What does effective co-leadership look like to you?