

# 1-on-1 Camp Re-Interview Guide



## Welcome, Interviewers!

Below is a comprehensive guide to help you navigate our 1-on-1 re-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!

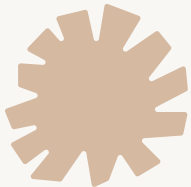


### BEFORE THE INTERVIEW:

**Arrival Time:** Please log in 10 minutes prior to the start of the interview.

### Purpose of Pre-Interview Huddle:

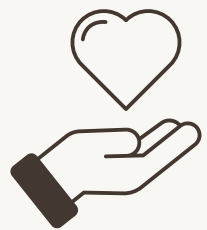
- Hanna or Chad will make you host of the Zoom meeting
- Review the flow of the 1-on-1 re-interview
- Answer any lingering questions



### INTERVIEW FLOW & STRUCTURE

#### 1. Welcome & Opening (Led by You!) [Time: 10min]

- Introduce yourself! What role(s) have you done at Camp? How long have you been with Camp?
- Ask them an icebreaker!
- Set the tone: authentic, welcoming, relaxed, and professional
- Remind them of our mission and the four outcomes!



**Mission:** As you know, the mission of Camp Ronald McDonald for Good Times is to create a positive long-lasting impact on children with cancer and their families by providing fun-filled, medically supervised, cost-free, year-round camp programs.

**The Four Outcomes:** As a result of Camp, our campers will...

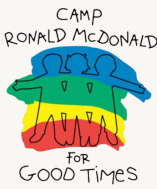
- Develop positive self-identity
- Develop independence & self-reliance
- Develop social competencies
- Each camper will feel a sense of support



#### 2. Set expectations for the Interview

Since you've already experienced Camp, we're not going to go through all the basics again. This conversation is really about reflecting on your experience, your growth, and how you show up in the role.

# 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

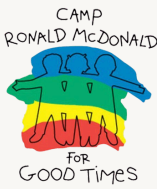
Reflecting on your previous Camp experience, what feedback would you give to yourself?

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?

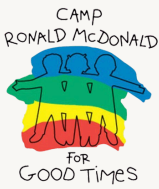
## 5. Accountability & Ownership

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

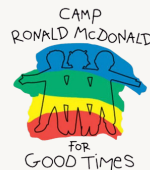
If you're unsure how to handle a behavioral situation involving campers, what steps would you take?

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?

# What Now?!



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

1. How do you feel about the process you just went through? Any follow-up thoughts or questions?

2. Role: Cabin or Activity? (Do they have a preference or slight preference?)

3. Session preference?

- Session 1: June 25 - July 2
- Session 2: July 5 - 12
- Session 3: July 15 - 22
- Session 4: July 25 - Aug 1

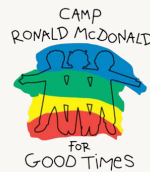
4. Youth/Peer/Supervisor Recommendation forms? (If application did not contain recommendation forms, remind applicant to send in ASAP so their application can be processed.)

5. Plant the seed about SDT & NSO!

**New Staff Orientation (NSO)** is a MANDATORY training for all new or rehired 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:

6. Let them know they should hear the results of their Interview within two weeks. If they have any questions in the meantime, reach out to Hanna!

7. Thank them for joining and end the call.

8. Send a copy of your interview notes to Hanna along with your recommendation on whether or not to move forward with the candidate.

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