

## Staff Interview Questions 1<sup>st</sup> Year

**Name:**

1. What kind of responsibilities, expectations, and stresses do you think will come with the job and being on staff?
2. What is the most valuable thing you learnt last summer? From another staff member? From a camper?
3. Is there anything you've been doing in the 'off-year' that you feel will enhance your performance?
4. Describe your personal style, and how that would be an asset to your campers? To the staff?
5. Based on your experiences, please give feedback on the following questions?
  - a. A success from last summer
  - b. Your biggest challenge last summer
  - c. A bond you made with a camper last summer
6. What goals do you want to accomplish as a staff member in 2011?
7. How will you cope with the rigors and stresses of the camp pace? (8 weeks of midnight curfew, and up at 7:15am?)
8. How would you make camp policy and rules clear to your campers?
9. How will you create cohesion with your cabin? (Making all campers feel welcome and that they are a PART of the group)
10. Describe your 1<sup>st</sup> day plan with your campers?
11. What's the most important thing you remember about a counselor that you'd like to emulate?
12. Would you feel confident being a lifeguard at camp?
13. **POLICY**
  - a) Do you understand? Camp Kawartha is an **alcohol/tobacco/drug free facility**. It is expected that no staff member is under the influence of these substance while on-site, on-duty or returning to duty on a given day. Breaking this policy will result in immediate dismissal. Do you have a problem with this?

- b) Staff are also responsible for reporting people for breaking this rule, to a Senior staff member, if they find themselves in a position of knowledge. Not reporting someone where campers are at risk, can also result in immediate dismissal. Do you have a problem with this?
- c) Policy on guardianship for staff under 18 (**camp is responsible for you while on-site, but cannot take responsibility for you off-site and therefore it's your responsibility to let your family know where you'll be when on time-off**).
- d) Visitors to Camp (**not permitted as it interferes with work and camp life, rare exception have to be approved by summer camp director or assistant director**)
- e) Curfew (**starts at 12am, usually moved back to 12:30am within a week**)
- f) Days-Off – (**your responsibilities of returning to camp on your own accord – camp not responsible for picking you up at bus station.**)
- f) Staff Integrity and Privileges of Knowledge – **acting in accordance to your position as a staff (eg. not sharing or gossiping over staff only information with LITS or campers, keeping camper profiles safe, bringing an alarm clock or watch to camp as a responsibility of your position)**
- g) You have the first responsibilities for your campers' safety. Do you understand that your judgment in preventing and dealing with situations could be crucial?