



INTERNATIONAL CAMP COUNSELOR PROGRAM

International YMCA

We build strong kids,
strong families,
strong communities.

2007 Interview Report (For Recruiters Use Only)

The following questions and techniques are based on a process called POWER Hiring®. This process was created by award-winning author and recruiter Lou Adler, and is more completely described in the book *Hire with Your Head: Using POWER Hiring® to Build Great Companies* (John Wiley & Sons, Inc., 2002).

Instructions:

This is a complete interview report for the ICCP camp counselor position and/or support staff position. Please follow the guidelines below during each interview. (Feel free to add questions as needed. Attach additional notes at the end)

- 1. Welcome and review job motivation (3 minutes)** Thank the participant for attending the interview. Make a comfortable environment for better interview results. This helps you determine general interest in position, attitude, and personal motivation for work as a camp counselor/support staff. Sample of questions:
 - Tell me why you applied for the camp counselor/support staff position.
 - What do you hope to gain by working at camp?
- 2. Review Work/Volunteer History (5-7 minutes)** Have the participant application ready to compare answers. Review all meaningful experience (paid or volunteer), experience with children. Sample of question:
 - Please describe some of the work or volunteer experiences you have had.
- 3. Most Significant Accomplishments. (at least 20 minutes).** Sample of question:
 - Tell me about a project or an accomplishment you are very proud of, this could be school-related, a volunteer activity, or something work-related. Try to select something that lets me see your ability to work with others, commit yourself to a task, or something that gives me a sense of who you are and what you're capable of doing. Ask to describe the project, circumstances, what was the most satisfying part, what was the most challenging part.
- 4. Building One-on-One Relationships. (5 minutes)** Building strong one-on-one relationships with others is an important part of the camp experience. Sample of question:
 - Can you describe a specific situation where you have done that on a project, job, volunteer basis, or perhaps just helped someone out?
- 5. Playfulness. (10 minutes)** An important part of the counselor position is capturing kids' attention. We've found that the best counselors are playful. Sample of question:
 - Can you give me a specific example that demonstrates that you are fun to be with and your ability to start activities spontaneously? Did you initiate the activity? What activity do you really like and dislike?
- 6. Managing Stress, Frustration, and Anger. (5 minutes)** Camp can be very stressful. Managing your own stress and the stress of others is important. Sometimes your patience with the kids or coworkers can wear thin, and even the best counselors can get annoyed. Sample of question:
 - How do you manage stress? Can you give me a specific example of the last time you were very tired, frustrated, or angry? What were the circumstances? How did you express your reaction? What would you do differently.
- 7. Values and Integrity. (10 minutes)** you will be a role model to everyone with whom you have contact. You expected to show positive values. The YMCA places a very strong emphasis on Honesty, Respect, Caring and Responsibility. Sample of question:
 - Can you give me a specific example of how your personal values are consistent with these goals? Describe the situation. How did you feel about it?
- 8. Problem-Solving Questions. (5 minutes)** The problem-solving question is meant to initiate a give-and-take discussion about the issues and see how the candidate thinks. Outstanding camp counselors often face a difficult schedule of activities: demanding physical effort, extremely hot or rainy weather, and long days and nights. Sample of question:
 - A group of mixed-age boys is sitting by the pool and one of them is using some very graphic sex talk to describe a teenage camper playing volleyball. What would you do? What do you need to know to resolve these issues.



INTERNATIONAL CAMP COUNSELOR PROGRAM

Recruiter Code:
(Examples: ESPA, CY, USEC)

International YMCA

We build strong kids,
strong families,
strong communities.

2007 Interview Report (For Recruiters Use Only)

Interviewer 1 Name:	Date:	Relationship with ICCP:
Interviewer 2 Name:	Date:	Relationship with ICCP:

Applicants Name:

Applicants Phone Number: (Country Code / City Code / Number) / /

At noon in New York, what time is it in your country?

English Proficiency Rating:				Definitions Of Ratings:		
Native English Speaker	YES ☐	No ☐	1 = Excellent Non-Native Speaker. 2 = Good Non-Native Speaker. (able to speak easily with few grammatical errors) 3 = Fair Non-Native Speaker. (Speaks with obvious effort & frequent pauses) 4 = Poor Non-Native Speaker. (Limited vocabulary, comprehends slow conversation)			
Oral:	1	2			3	4
Comprehension:	1	2			3	4
Where did the applicant learn English?						
Does the applicant have the opportunity to practice English on a regular basis?				YES ☐ NO ☐		
Explain: _____						
Has the applicant ever been to an English speaking country?				YES ☐ NO ☐		

Strongest Skills Evaluation: (Which among the applicant's strongest listed skills from page 2 would be relevant to the position applied for)? Comment on their ability to teach and or assist in these areas.

Camp Counselor Skills:

Support Staff Skills:

Position Recommended: **Camp Counselor** ☐ **Support Staff** ☐

Justify why you are recommending this applicant for the above position?

I have reviewed this application and verified all references and certificates.

Recruiters Signature:

Date:

Interview Report Notes:

ICCP recruiters may use this space to detail answers from question sections.

1. Welcome and review job motivation (3 minutes) Sample of questions:

- Tell me why you applied for the camp counselor/support staff position.

2. Review Work/Volunteer History (5-7 minutes) Sample of question:

- Please describe some of the work or volunteer experiences you have had.

3. Most Significant Accomplishments. (at least 20 minutes). Sample of question:

- Tell me about a project or an accomplishment you are very proud of, this could be school-related, a volunteer activity, or something work-related.

4. Building One-on-One Relationships. (5 minutes) Building strong one-on-one relationships with others is an important part of the camp experience. Sample of question:

- Can you describe a specific situation where you have done that on a project, job, volunteer basis, or perhaps just helped someone out?

5. Playfulness. (10 minutes) Sample of question:

- Can you give me a specific example that demonstrates that you are fun to be with and your ability to start activities spontaneously? Did you initiate the activity? What activity do you really like and dislike?

6. Managing Stress, Frustration, and Anger. (5 minutes) Sample of question:

- How do you manage stress? Can you give me a specific example of the last time you were very tired, frustrated, or angry? What were the circumstances? What would you do differently.

7. Values and Integrity. (10 minutes) you will be a role model to everyone with whom you have contact.

You are expected to show positive values. The YMCA places a very strong emphasis on Honesty, Respect, Caring and Responsibility Sample of question:

- Can you give me a specific example of how your personal values are consistent with these goals? Describe the situation. How did you feel about it?

8. Problem-Solving Questions. (5 minutes) Sample of question:

- A group of mixed-age boys is sitting by the pool and one of them is using some very graphic sex talk to describe a teenage camper playing volleyball. What would you do? What do you need to know to resolve these issue.