

Staff Application Questionnaire (Camp St. Charles)

Name: _____

Date: _____

The following questions are asked to let me understand how you might react to some situations that occur at Camp. Please try to answer each one briefly...we'll use your responses for discussion when we review your application.

1. Our campers come from every part of society: from various home life situations, different degrees of wealth, and numerous ethnic and religious backgrounds. How would you make friends with a camper from a very different background than your own and how would you expect that camper to treat you as a staff member?

2. As Camp Director, I want to be sure that not only the campers enjoy their stay, but also, the staff. What would you hope to find at Camp St. Charles that would make you really enjoy your summer?

3. Parents send their children to camp trusting that we will have their physical and emotional safety as our primary concern. What do you think you could do to make sure that this happens?

4. Living and working at Camp is a lot of fun but it is also very tiring and emotionally demanding. When you dislike how someone has treated you or how a problem was handled, how do you usually react?

5. Your job is one of many that are needed to operate Camp. What do you think makes for a smooth running organization and how will you contribute to that effort?

6. When living with other adults, our personal habits and behavior directly affect others. How do you hope to be treated by the other staff members and what might happen to you that would cause you to become upset with another staff member?

7. If you were out on a ball-field and had a camper not only disobey your instructions, but also cussed at you, what would you do?

8. During a meal one boy keeps kicking another one under the table. You never actually see him do it, but the boy being kicked complains several times. What would you do?

9. For everyone's protection, no camper is allowed on the dock without a staff member. You're organizing a soccer game involving a large group of children and are about 100 yards from the dock when you notice a camper on the dock alone. No staff member is near the camper or near you. What would you do?

10. It is against Camp policy for any staff member to drink alcoholic beverages of any kind while on the camp grounds or even away from the grounds if they have to return to duty that day. You see two staff members drinking a beer after lunch. They ask you not to say anything because, they agree, one beer won't affect their ability to do their jobs. What would you do?

11. Bedwetting can be an occasional problem for some children. When you get up one morning, a child has wet his bed and a couple of other children are starting to tease him and call him names. The other campers are still asleep. What would you do?

12. Children can try your patience at times. Imagine that a child has been behaving badly and you lost your temper with them. You realize that you have said something that was inappropriate. How would you handle the situation?

These last three questions will be used specifically in our interviews. Each answer should be based on a real-life experience which **you** have had. Each question has at least two parts to it. Use extra paper to give a complete response if necessary.

13. Give an example of how you have helped other people forgive each other. What did you learn from this experience?

14. When have you ever felt alone or isolated? How did you overcome this feeling?

15. What goal have you ever desired? How did you achieve this? (Why or why not)

