

Applicant Name:	() Program Staff () Support Staff	DATE:	
1. CONSISTENT GOALS	The intention of this section is to discern the suitability of an applicant to conduct themselves consistently with the established goals of the camp. Additionally, an indication of how serious an applicant is may be reflected in how much thought they've given to the camp experience and what it offers.		BY: CAB
Why Camp? Relationships: w/ campers w/ staff personal critical issues 1 2 3			FAVORITES GAME: CAR TV SHOW SPORTS STAR
2. COMMUNICATION	It's critical that staff have some predetermined concept of what issues are important to children and how important the conduct of the staff is to children's perceptions. Identifying a staff members "buttons" can be revealing to their suitability. The issue of physical intervention vs discipline is also critical... as is the element of "jumping to conclusions" or acting without .		MUSICAL GROUP
How do kids Learn: What to learn: 1 2 3 4 5 Positive Reinforcement: Annoyances: Physical Intervention:			FOOD TEACHER BOOK SEASON
3. SELF/OTHERS	Does the applicant view themselves/hence, others in a positive or negative light? Are they aware of their weaknesses (review recommendations) and are they dominated by them? Are the things that disappoint them seem trivial? Do they recognize encouragement and are they able to encourage others?		MOVIE
1 2 3 Disappointments: Encouragements:	positive images	negative images	ACTIVITY CITY ACTOR
4. LEADERSHIP & WORK HABITS	Being able to identify leadership qualities is the first step to developing them. Using hiring scenarios, allow the staff to "hire" individuals for the positions they seek and identify the qualities they base their choice on. The obvious follow up is "Do you reflect these qualities in your own life?"		SUBJECT
FAMOUS STAFFERS 1 2 3 4	Have applicant identify desirable qualities... follow with "... if these are the traits you'd look for in a staff member, are these true about you?"		RESTAURANT COLOR
Work Habits Groups or alone Best time Worst time Change your mind? Dumb rules?	Camp is a stressful schedule to operate in... verify the candidates ability to perform in a variety of settings and establish what constitutes triviality/impingement.		SONG MOMENT SCRIPTURE
5. TEACHABILITY	Establishing a candidates teachability is crucial for making a prudent selection. Most applicants have never worked in the camp setting and may only have experienced it from a "camper" perspective. Anticipating a staff member's receptivity to instruction, willingness to seek advice and positive attitude is essential.		
past training: good preparation? not knowing? 3 tools quiz			1 2 3 4 5
Reference verification... Date: 1 2 3 4	Reference Name:	Additional Comments:	
Previous employer: 1 2 3	Comments:	Score	
SUMMARY:			