



Camp Ronald McDonald for Good Times: Group Interview Process Guide

Welcome, Interviewers!

Below is a comprehensive guide to help you navigate our Group 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!

NOTE: You will receive an Interviewer Packet before the interview! This packet includes:

- A step-by-step guide of the interview
- All group and 1-on-1 / 1-on-2 interview questions
- The Fish Bowl scenario and debrief questions
- The “What Now” page
- Final steps for applicants
- Basically a full script for you to read, word-for-word!

BEFORE THE INTERVIEW

Arrival Time: Please log in 30 minutes prior to the start of the interview.

Purpose of Pre-Interview Huddle:

- Review the flow of the evening
- Assign “roles” (which interviewers are matched with which applicants, who leads portions of the interview)
- Review applicant materials
- Answer any lingering questions

INTERVIEW FLOW & STRUCTURE

1. Welcome & Opening (Led by Interview Host: Hanna or Chad) [Time: 10 minutes]

- Hosts introduce themselves and the interviewers
- Set the tone: authentic, welcoming, relaxed, and professional
- Emphasize this is a two-way street: we are learning about them, and they are learning about us
- Share screen: Show Mission & Outcomes page from FAQ packet

2. Introductions [Time: 10-15 minutes]

- Interviewers introduce themselves (Name, Favorite Part About Camp, and an Icebreaker Question)
- Applicants introduce themselves campfire skit style! We will give them 5 minutes to do so.

3. FAQ Packet Review [Time: 20 minutes]

- Host leads an overview of key content from the FAQ packet
- Invite applicants to ask questions at the beginning and throughout

4. 2-on-1 Interviews (First Breakout) [Time: 25 minutes]

- Host assigns 1 interviewer + 1-2 applicants per breakout room
- Host will send a “5-minute warning” and a “Wrap it up” message
- We will then regroup in the main room for the Fish Bowl Activity

5. Fish Bowl Activity (Group Breakouts) [Time: 20 minutes]

- One interviewer facilitates the activity by reading a scenario
- The interviewer gives the 10-minute countdown, and then all interviewers and hosts mute themselves and turn off their cameras, stepping back to observe silently.
- After the 10 minutes, interviewers return and the facilitator leads a debrief.

6. Second Round of 2-on-1 Interviews (Second Breakout) [Time: 15-20 minutes]

- Interviewers present 1 or 2 scenarios from Page 2 of the Interview Guide (option to roleplay or discuss)
- Then continue with Page 3, including the “What Now?” sheet
- Once completed, applicants hang up; interviewers return to main room

7. Post-Interview Debrief & Voting [Time: 15–30 minutes]

- Interviewers regroup and discuss each applicant
- Ask follow-up questions, clarify impressions, and share insights
- Voting method: On the count of 3, everyone reveals Thumbs Up or Thumbs Down
 - Some decisions are immediate; others may require further discussion