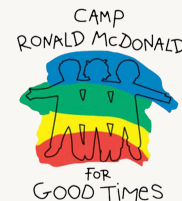


# 1-on-1 Camp Interview Guide



## 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!

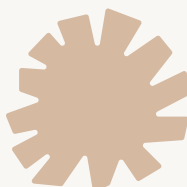


### BEFORE THE INTERVIEW:

**Arrival Time:** Please log in 10 minutes prior to the start of the interview.

### Purpose of Pre-Interview Huddle:

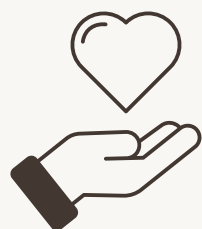
- Hanna or Chad will make you host of the Zoom meeting
- Review the flow of the 1-on-1 interview
- Answer any lingering questions



### INTERVIEW FLOW & STRUCTURE

#### 1. Welcome & Opening (Led by You!) [Time: 10min]

- Introduce yourself! What role(s) have you done at Camp? How long have you been with Camp?
- Ask them an icebreaker!
- Set the tone: authentic, welcoming, relaxed, and professional
- Emphasize this is a two-way street: you are learning about them, and they are learning about us
- Remind them of our mission and the four outcomes!



**Mission:** The mission of Camp Ronald McDonald for Good Times is to create a positive long-lasting impact on children with cancer and their families by providing fun-filled, medically supervised, cost-free, year-round camp programs.

**The Four Outcomes:** As a result of Camp, our campers will...

- Develop positive self-identity
- Develop independence & self-reliance
- Develop social competencies
- Each camper will feel a sense of support

# 1-on-1 Camp Interview Guide



## 2. Tell them all the positive aspects about working at Camp!

- Spectacular environment
- Great people to work with, both kiddos and fellow staff
- Housing and meals provided and no expenses!
- Opportunity to make a tremendous impact in kids' lives
- Connection and sense of belonging in a close-knit intentional community
- 21st century leadership and communications skills



And now... some realities of volunteering at camp!

- Hard work. 24 hours a day.
- Exhaustion with no chance to "catch up," following a schedule that's based on the needs of energetic ten year olds, not adults.
- Being far away and isolated from family and friends - very limited phone access (10:30pm-12:00am PST) and no internet access
- May have to deal with some challenging interpersonal relationships



**The truth is...** as challenging and tiring as this experience can be, it's equally, if not more, rewarding, exhilarating, and fulfilling!