



# Translating The Camp Experience

Accompanied by workshops and webinars for e21 Member Camps



## ON PAPER

Use language that others will recognize (and that matches job descriptions or course requirements). We've given some examples below...

### First, summarize your role

For Example...

- Responsible for the physical and emotional care of eight 10 year old boys for seven weeks. Modeled and led a positive cabin culture, supervising and motivating campers. Through a variety of daily activities, I modeled and promoted social skills, healthy relationships, appropriate risk-taking, conflict resolution and intentionally set & achieved goals.
- Assisted in the coordination of various summer projects, field trips, and special events for children ages 8-15
- Provided leadership and guidance to campers ages 5 & 6 years old at a recreational day camp
- Designed and planned camp activities for children, using available resources and staff to implement a weekly schedule

### Next, highlight key responsibilities

Caring for Campers, For Example...

- Trusted advisor to campers, coaching them through issues
- Maintained a structure and schedule and ensured the safety and well-being of each camper
- Adapted activities and schedule as necessary to meet the needs of participants and colleagues
- Encouraged respect for personal property, equipment and facilities
- Modeled appropriate behavior for campers including teamwork, responsibility and sportsmanship
- Counseled children on the importance of respect and understanding through positive reinforcement
- Actively engaged in activities with campers, maintaining a safe and fun environment
- Performed emergency first aid
- Managed group of 25 campers, providing support regarding academic, social and emotional issues

Program/Department Activities, For Example...

- Coordinated activities for groups
- Raised health awareness through various intentional activities
- Led and supervised children on field trips to educational venues, amusement parks, and outdoor recreational parks
- Maintained a clean and organized work area, managing equipment and inventory
- Assisted specialist instructors in teaching lesson plans
- Provided instruction and support for beginning swimmers
- In charge of facility-wide maintenance
- Developed and executed programs to promote creativity and growth within the community
- Assisted with kitchen duties, including meal preparation for 200+ people, ordered supplies, and planned menus
- Oversaw the safety of camp participants to reduce the risk of bodily harm or incidents in a variety of situations

Leading & Collaborating, For Example...

- Assisted in maintaining accurate records including incident reports, logbook, and daily attendance
- Identified and responded to camper behaviour issues
- Met regularly with supervisor regarding concerns, updates, and challenges
- Prepared for and actively participated in pre-camp training and weekly meetings
- Responded to opportunities for group problem solving
- Participated in daily team leader meetings to strategize and plan
- Cooperated with other counselors and program staff to implement group activities
- Successfully resolved conflict using a variety of techniques
- Communicated with parents about participant's experiences and report concerns to Camp Leadership Team





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## REAL WORLD EXAMPLES...

Summer camp provides skills that are transferable whether you continue on the path of child-centered jobs (e.g., teacher, youth social worker, etc.) or have a completely different career path in mind (e.g., engineering, business). See some examples of how to present the same information for either path below:

### Former camp bunk counselor who is looking for child-focused employment

#### **Bunk Counselor, 8-10 year olds**

##### ***Residential Summer Camp (June-August, 2021)***

- Managed four groups of twelve 8-10-year-olds, two weeks each, as their primary caretaker and guide
- Monitored the social, emotional, and physical safety of twelve campers at a time for 8 weeks
- Implemented innovative methods for building social bonds and resolving social conflicts
- Developed and implemented daily programs for my campers that incorporated teamwork, critical thinking, and social interaction
- Allocated time for one-on-one conversations with each of my twelve campers
- Created lessons on a weekly basis that followed an education philosophy and met learning objectives
- Led age-appropriate programming for sixty campers on a weekly basis

### Former camp bunk counselor who is looking for NON child-focused employment

#### **Team Member**

##### ***Non-profit Youth Organization (June-August, 2021)***

- Collaborated with 20 to 25 coworkers to develop multiple mission-driven projects each week
- Created and implemented new ideas on a daily basis in order to build trust & reduce conflicts
- Strategically determined allocation of budget, other resources for at least one project each week
- Balanced three leadership responsibilities to accomplish both personal and team goals

### Former division leader who is looking for child-focused employment

#### **Department Manager, 20 staff + 60 8-10-year-olds**

##### ***Residential Summer Camp (June-August, 2018-19 & 2021)***

- Coached 20 staff during program planning to ensure that content was age-appropriate, engaging, and aligned with learning/outcome objectives
- Collaborated multiple times each week with managers of 7 other departments in making leadership-level decisions around rules and policies that impacted the learning environment
- Managed and mediated resolution of conflicts between staff members to maintain a positive environment for both staff and campers
- Reflected daily with staff on previous programs and decisions as learning opportunities to improve the curriculum and strengthen future programs

### Former division leader who is looking for NON child-focused employment

#### **Department Manager – Non-profit Youth Organization (June-August, 2018-19 & 2021)**

- Supervised 35 employees in project planning, professional development, and team-building
- Collaborated with managers of seven other departments in making leadership-level decisions
- Managed and mediated conflicts between employees until conflicts were successfully resolved
- Delegated responsibilities to employees for daily and weekly projects (budgeting, resource allocation, and meeting deadlines)
- Provided performance evaluations for 35 employees on strengths and areas for improvement





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## REAL WORLD EXAMPLES...

Using a modified version of the STAR Method to tell concise yet powerful stories

STARRE = **S**ituation/**T**ask, **A**ction, & **R**esult (+ **R**epetition & **E**motion)

### EXAMPLE INTERVIEW/APPLICATION QUESTION A—“Tell me about a time when you had to manage a project.”

- **SITUATION/TASK:** I was assigned to manage project development for an all-camp program.
- **ACTION:** This task required that I collaborate with at least 5 coworkers while making decisions about the timeline, budget, and end goals for the program.
- **RESULT:** The project was completed on time and stayed within the budget that was allotted. End goals were created with my coworkers prior to the program. During the program, the participants were highly engaged. After the program, I reflected with my coworkers to see how well they felt like I had met the end goals that had been set. I also gathered feedback on how I could continue to improve upon my project planning. The feedback was both positive and constructive.
- **REPETITION (use at end or in follow-up):** Throughout the summer I was assigned to at least one project every week, and I could identify, each time, how I was thinking differently about the process. This also allowed me to try different approaches and learn from those experiences-- continuing what worked well while correcting what did not work as well.
- **EMOTION (work into the story):** I felt relieved and proud of having accomplished the creating and implementing a successful project. I felt more confident to build off of that experience and looked forward to the next project.

### EXAMPLE INTERVIEW/APPLICATION QUESTION B—“Tell me about a time when you had to resolve a work conflict.”

- **SITUATION/TASK:** I had been given a leadership position halfway through the summer and yet, a specific coworker was not respecting the decisions that I was making in that position. It was clear that they had wanted to be given the position.
- **ACTION:** I wanted to talk directly to my coworker before involving my supervisor. I approached my coworker about the way they were reacting to my decision-making in order to find out *why* they were feeling that way.
- **RESULT:** My coworker took the opportunity to tell me why they had been feeling envious and hurt by my receipt of the leadership position. In response, I was able to offer opportunities to collaborate on future decisions so they could have a chance to take on some of the leadership responsibilities and show their capacity to lead.
- **REPETITION (work into the story):** This type of conflict happens to varying degrees all summer long—if not about leadership positions then about being put in charge of planning a project and overall fairness of treatment by supervisors.
- **EMOTION (work into the story):** This situation was very frustrating in the beginning, and I was proud of myself for maintaining my composure and being straightforward rather than passive-aggressive or conflict avoidant.

