



# What Staff Members Need from You

## Direct from the Mouths of Camp Staff: What I Want/Need from Camp Directors

### COMMUNICATION

Ask my preference for communication so that I will receive your message and be more likely to respond

### GUIDANCE

Guide me so that I know how to prepare for my interview; this may be my first job experience

- Engage me throughout the hiring process — I'm used to instant feedback
- Be transparent about the nitty-gritty aspects of the job — tell me about the exciting parts as well as the challenging ones

### ACADEMIC CREDIT

Work with me to create an internship, practicum, or independent study that will meet my university's academic requirements

### CONNECTION

Connect me to the rest of the staff and make me feel part of the camp community so that I will show up and complete my contract

### STRUCTURE

Provide a structured environment that also leaves room for individuality

### FEEDBACK

Give feedback so that I know that I am valued and appreciated for the job I am doing

- Offer support so that I constantly grow from the challenges I will face
- Show me how the things done at camp translate to the real world
- Help me see that I can be a leader through my actions without holding a special title

### ROLE MODEL

Model for me the difference between a boss and a leader

- Show me how to be a respected authority while still having fun
- Help me learn to be adaptable, improvise in an instant, and roll with the punches

### WELFARE CHECK

Remind me to take care of myself; my brain is still developing and I may not always make smart decisions regarding my well-being

### AND MORE!