



THE SUMMER CAMP SOCIETY

SUMMER CAMP VIDEO INTERVIEW QUESTIONS

Think of this resource as a question bank! Pick, choose, and add according to your needs.

GENERAL INTERVIEW TIPS

- Ensure all your questions are open-ended and go over them in advance.
- Spend a few minutes making small talk with the interviewee before starting. This helps interviews feel more natural.
- Coach the person being interviewed to respond in a full statement. If the question is “What’s your favorite color?,” they should respond, “My favorite color is...”
 - Talk to them about using terms (like “my counselor” or “the nurse”) instead of names.
- Find a pretty but not busy background and invest in a mic.
- Go off-script when the opportunity comes. Ask follow-up questions.
- Start with asking the person’s name, their role, and how long they’ve been at camp. Ask the person to spell their name.
- Think through questions you get frequently during the year and ensure you have at least one person answering them.
- Have interviewees look at someone just off to the side of the camera.

CAMPERS

Aim to interview both a new and returning camper.

- ☐ What’s your favorite part of this session?
- ☐ What’s something you’ll never forget about this session?
- ☐ How’s the food at camp? What are some meals you really like?
- ☐ What do you think about your counselors? Describe them.
- ☐ What’s your favorite camp activity?
- ☐ What would you tell a camper thinking about coming here for the first time?
- ☐ Were you nervous before coming to camp? Tell us about that and how it felt once you got to camp.
- ☐ Tell us about the friends you’ve made at camp.
- ☐ What is a typical day like?
- ☐ What evening/all-camp activities are your favorite and why?
- ☐ What happens if you’re hurt or not feeling well?

- ☐ How does it feel to unplug?
- ☐ What made you decide to come to camp?
- ☐ What makes you come back to camp year after year? OR Why would you come back next year?
- ☐ What do you do when you arrive at camp? (AKA *talk through the check in process*)
- ☐ Tell me about your cabinmates. What's it like living with them?
- ☐ Talk to us about a time your counselor helped you.
- ☐ When is mail handed out? Tell us how it feels to get a letter from home.

CITs/LITs/JCs (Whatever you call them!)

I've used CIT here to save space.

- ☐ What is a CIT?
- ☐ How are CITs different from campers?
- ☐ Why did you apply for the CIT program?
- ☐ What do you have to do to be selected?
- ☐ What's your favorite part of this week?
- ☐ How does it feel to have extra responsibility?
- ☐ Tell us about something special the CITs have done this session.
- ☐ What are some things the CITs have done this session? OR What are you looking forward to doing this session?
- ☐ What do you think about your counselors/the CIT coordinator?
- ☐ What does an average day look like for CITs?
- ☐ What are you most proud of from this session?
- ☐ What would you say to someone considering applying for CIT?
- ☐ If you plan to apply for staff, tell us why.

CABIN/ACTIVITY STAFF

- ☐ Why did you apply for this job?
- ☐ What made you decide to work at camp instead of somewhere else?
- ☐ What's your favorite memory so far?
- ☐ Tell us about a typical day.
- ☐ Tell us about something funny one of your campers has done.
- ☐ How are the meals? Tell us about your favorites.
- ☐ What evening/all-camp activities are your favorites and why?
- ☐ What skills have you developed at camp that you can use in the real world?

- ☐ How does camp compare to an internship or other summer job? *This may be a question you want to prime the pump a little on!*
- ☐ How did it feel to come to camp the first time as a staff member?
- ☐ Tell us about Staff Training. What'd you learn? What fun activities did you do?
- ☐ What would you tell someone considering working at camp?
- ☐ Talk to us about homesickness. What works to help campers?
- ☐ How much time off do you get? What do you do during your time off?
- ☐ What impact do you feel like you're making working here?
- ☐ Think about a camper you've seen change/grow/overcome a challenge during the week. Tell us about that camper.
- ☐ What's it like to live and work with the same people? Do you feel close to the other staff?
- ☐ What certification trainings did you get? What were available? *May need to remind them what's available!*
- ☐ How do you help campers build friendships?
- ☐ Tell us about feedback you've given your supervisors and what happened after.
- ☐ What are the supervision policies at camp?
- ☐ What's the most fun part of camp?
- ☐ What packing tips do you have for campers?
- ☐ Why should a camper come to this camp?

DIRECTOR

- ☐ How long have you been a camp director? Why do you do it?
- ☐ Why should someone work at camp? What are the benefits?
- ☐ What skills do staff learn and develop at camp?
- ☐ How does camp look on a resume?
- ☐ What would you say to someone who thinks they can't work at camp because they have to get an internship or "real job?"
- ☐ What do you look for in staff members?
- ☐ What does an average day look like for staff?
- ☐ How do you apply to work at camp?
- ☐ What activities does camp offer?
- ☐ What's special about this camp?
- ☐ What are the benefits of camp for campers?

- ☐ What happens at camp that doesn't happen other places?
- ☐ How do donations benefit camp/campers?
- ☐ How do you handle homesick campers?
- ☐ When do you communicate with caregivers? *Think: homesickness, illness, etc.*
- ☐ How are campers assigned to cabins? Do you take cabinmate requests?
- ☐ Talk to us about staff training. How are staff trained? What does the training look like?
- ☐ How are staff selected and screened?
- ☐ Tell us about a staff member you've seen learn/grow/overcome a challenge.
- ☐ Tell us about a camper you've seen learn/grow/overcome a challenge.
- ☐ How do you accommodate campers with special needs? *This could be a camper with a disability, a camper who takes special meds, etc. — think of things you hear often*
- ☐ What does an average day look like for campers?
- ☐ Why can't campers have their phones? What are the benefits?
- ☐ How do you handle special diets?
- ☐ How do you handle meds?
- ☐ How do you handle picky eaters?
- ☐ What are your favorite parts of camp?
- ☐ Tell us about the friendships you see form at camp.
- ☐ What are some of the most incredible things you've seen at this camp? Tell us about a few of those moments.
- ☐ What advice do you have for first-time camp families?
- ☐ Pretend you're welcoming a new camper to camp.
- ☐ What specialty programs do you offer?

CAREGIVER

- ☐ Why did you decide to send your camper to our camp?
- ☐ What are the benefits of camp?
- ☐ What changes have you noticed in your camper as a result of camp?
- ☐ What does your camper say about camp when they're at home?
- ☐ What packing tips do you have?
- ☐ What paperwork is required for camp? What's it like to fill it out?
- ☐ Tell us about your camper's counselors.
- ☐ Tell us about the camp director.
- ☐ Talk to us about the drop off process.

- ☐ What's it like to pick your camper up after camp?
- ☐ What tips do you have for a first-time camper and their family?
- ☐ What's your favorite part about our camp?
- ☐ Talk to us about how it feels to turn care of your child over to someone else.
- ☐ How do you stay connected with your camper while they're at camp? *If you're a tech-free camp, it's great to get the caregiver to specifically mention that phones and phone calls aren't allowed in their answer.*

HEALTH STAFF

- ☐ How and when is daily medication distributed?
- ☐ How does medicine need to be packaged for camp?
- ☐ What do you do if a camper is sick?
- ☐ What qualifications do the health staff need?
- ☐ When do you call a caregiver?
- ☐ Tell us about the special medications/treatments you've handled at camp.
- ☐ Why do you work at camp?
- ☐ What is your average day like?
- ☐ What would you say to other healthcare professionals about the value of working at camp?
- ☐ Why does what you're doing matter?

KITCHEN STAFF

- ☐ What kind of food do you serve at camp? *Touch on each meal.*
- ☐ Tell us about your salad bar.
- ☐ How do you handle special diets?
- ☐ How do you handle picky eaters?
- ☐ What qualifications do you have to have to work in the kitchen?
- ☐ What interaction do you have with the campers?
- ☐ What does your typical day look like?
- ☐ What do you do when you're not cooking?
- ☐ What training did you get?
- ☐ What would you say to someone thinking about applying for kitchen staff?
- ☐ Why does what you're doing matter?

DONORS

- ☐ What's your connection to camp?
- ☐ If you attended camp as a child (even if it's not this one), tell us about your experience.
- ☐ When did you begin supporting camp?
- ☐ Why do you support camp?
- ☐ How would you describe camp's impact to someone else?
- ☐ What would you say to someone to convince them to donate?
- ☐ What impact have you seen camp have on lives?