

# THE TRANSITION FROM COWORKER TO SUPERVISOR



## Examine History and Be Intentional

- Work your historical knowledge to your advantage
- Schedule times to talk with friends before camp
- Camp history is a tricky thing but important to understand



## Leverage the Positives!!

- Your established positive relationships are your best tools
- Working with friends is super, super fun!
- You understand the counselors' experiences & can show empathy



## Think about the Culture You Want to Create

- "Culture eats strategy for breakfast." – Peter Drucker
- You're the magical age between counselor and big boss
- Intentional planning of staff training is key



## Supervision, Encouragement and Appreciation

- Set clear, consistent and well-communicated expectations
- Don't fall into negative supervisory traps
- "No Surprises"



## Focus on Inclusion

- The staff social dynamic often falls on your shoulders
- Maintain your friendships without playing favorites
- Work to build relationships with all staff



## Professionalism, always!

- Create a system for personal documentation. Confidentiality is key
- Assess off-camp decision-making and have a united front
- Understand policies and also the law!



## Bring it Back to the Kids

- Frame any decision you're making in terms of kids' well-being
- Be out and about as much as possible
- Stay weird & fun. You have one of the best jobs in the world!

