

Program Director Assessment

Please take some time to think through the following questions. We will contact you shortly to schedule an interview with the Program Committee.

1. Are you available from May 1, 2010 to August 15, 2010?
2. Define for us what you feel the Program Director job description is currently. What changes would you make to that job description if you were appointed to the Program Committee?
3. Define “servant leadership”.
4. Describe a time when you were asked to supervise your peers. What kind of boundaries did you feel were needed between you and those you were supervising? Why?
5. Describe how you would work with us to recruit summer staff and volunteers. What do you feel your responsibility would be to the Program Committee and camp Director?
6. Talk about your skills as an administrator. What responsibilities are you willing to delegate? What responsibilities do you believe should not be delegated? Why?
7. As Program Director, you would be responsible for working with many diverse people (chaplains, volunteers, and summer staff). Talk about a time when you worked among others from different cultures or differing world views. Describe how you would go about leading and supporting those individuals while maintaining respect, giving freedom, offering ideas, and being a resource for new ideas.
8. Explain what you feel your responsibility as PD would be in the following situations:
 - There is a great deal of tension among the summer staff over a romantic relationship between two staff members.
 - The staff and campers are worked up over a head lice outbreak at the beginning of a week of camp.
 - A camper is injured during recreation.
 - You have heard staff and campers complaining about a staff person who seems to have had a lack of preparation and enthusiasm when leading activities.
 - You observe a staff member that continually shows up late and unprepared.
 - It is the end of a long week and it is time for a staff meeting. What is your strategy for maintaining control, focus, and unity?
 - It is mid summer and no campers are on site.
9. Describe how you would go about “teaching the teacher” the summer curriculum.
10. Talk about some of your ideas for staff training.
11. If you had only 2 hours to devote to staff training, what would you describe as the one activity or training exercise that would make you feel confident about your staff’s ability to lead campers?
12. Define “outcome based programming”. How would you implement this?

13. Talk about ways that you could make all of the staff, chaplains, and volunteers feel that they are a valuable part of the Inspiration Hills ministry this summer.
14. Talk about a time when you felt that someone gave you positive feedback on a work project or while assisting others. Talk about how you give positive feedback.
15. Talk about a time when you felt that someone gave you negative feedback on a work project or while assisting others. Talk about how you give negative feedback.
16. What do you consider your greatest strength? Talk about how you have used that strength.
17. What do you consider your greatest weakness? Talk about how you compensate for that weakness.
18. Talk about a time in your life that was very stressful. What did you do during that time to refresh yourself?
19. How would you describe your personal support system?