

Questionnaire for Environmental Camps

Please respond to the following questions in detail.

1. How would you describe yourself?
2. In what volunteer activities have you participated? What did you like and dislike about this experience.
3. Why are you interested in serving as an environmental camp volunteer?
4. What is there about this volunteer role that appeals to you most?
5. Why do you enjoy working with children of this age group?
6. Please share a situation in which you were responsible for disciplining a child other than your own.



7. How do you prefer to be supervised?

8. Describe a situation in which you worked as a team member.

9. Give an example of a program that you've been in charge of organizing and planning.

10. Describe the best presentation that you have given. What made you feel so good about it?

11. Tell me about a time that you persuaded a group to see your view point. What was your approach? What were the results?

**Cooperative
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Questionnaire for Environmental Camps

Following are the types of responses that the questions are designed to elicit.

1. ***How would you describe yourself?***
Be alert for someone who is shy, withdrawn, passive or indecisive in responding.
2. ***In what volunteer activities have you participated? What did you like and dislike about this experience.***
The purpose of this question is to discover if the applicant has any experience in a volunteer role. The follow-up (likes and dislikes) probes what the individual learned and how this experience could either benefit or detract from this role.
3. ***Why are you interested in this position?***
Be cautious of someone who overly identifies with youth, is unduly excited about the possibility of children (particularly if he/she has no children), or emphasizes that working with children is much easier or desirable than working with adults.
4. ***What is there about this position that appeals to you most?***
What the interviewer is listening for are the appropriate skills, qualifications, and interests required for this position. Be alert for a high interest level in one-on-one or unsupervised activities with youth, preference for a particular age and gender, and idealized statements about wanting to “save children.”
5. ***Why do you enjoy working with children (or this audience)?***
Beware of over-identification with youth, statements that children are “so easy to work with,” or negative statements about adults or teens compared with younger children.
6. ***Please share a situation in which you were responsible for disciplining a child other than your own.***
Red flags would include use of force, unrealistic expectations about a child’s needs, use of discipline techniques that would violate organizational policies, or anything that could be deemed as degrading to the child.
7. ***How do you prefer to be supervised?***
Be alert to an applicant’s preference to be “left alone” to do his or her “own thing.” This question presents a natural segue for the interviewer to expand upon the monitoring and supervisory techniques used to promote safety of the participants as well as human development. Each applicant should understand that there is no tolerance for any form of mistreatment (physical, emotional, sexual, or psychological) within your program.

8. ***Describe a situation in which you worked as a team member?***
This question is designed to reveal the recruit's ability to interact with others in a warm and helpful manner, while simultaneously building credibility and rapport.
9. ***Give an example of a program that you've been in charge of organizing and planning?***
Is the recruit able to organize or schedule people or tasks; develop realistic action plans while being sensitive to time constraints and resource availability?
10. ***Describe the best presentation that you have given. What made you feel so good about it?***
For any volunteer who will be in a teaching role or make presentations, the response to this question should reveal the recruit's ability to clearly present information through spoken word; influence or persuade others through oral presentation in positive or negative circumstances.
11. ***Tell me about a time that you persuaded a group to see your view point. What was your approach? What were the results?***
Is the recruit able to interact with others in a collaborative manner, building consensus, moving the group toward a decision, while simultaneously building credibility and rapport.

Adapted from questions developed by Boys and Girls Clubs of America for use in interviewing potential 4-H Youth Development volunteers.