

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CAMP COUNSELOR

1	What experience do you have working with children?	1 2 3 4 5	
2	What are your goals for the summer camp season?	1 2 3 4 5	
3	What activities do you enjoy most with children?	1 2 3 4 5	
4	What age group are you most comfortable working with?	1 2 3 4 5	
5	How would you deal with difficult situations that may arise while working with children?	1 2 3 4 5	
6	What do you think are the most important qualities for a successful Camp Counselor?	1 2 3 4 5	
7	How do you plan to use your experience as a Camp Counselor to benefit the children you will be working with?	1 2 3 4 5	
8	What do you think are the hardest challenges you will face as a Camp Counselor?	1 2 3 4 5	
9	Why do you want to be a Camp Counselor at our camp?	1 2 3 4 5	
10	How would you deal with a camper who is not following the rules?	1 2 3 4 5	
11	What is your philosophy on discipline?	1 2 3 4 5	
12	Are you comfortable cooking for a large group of people?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	

CRITERIA	SCORE (1-5)	NOTES
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.