What's one word to describe your summer?

Mentimeter

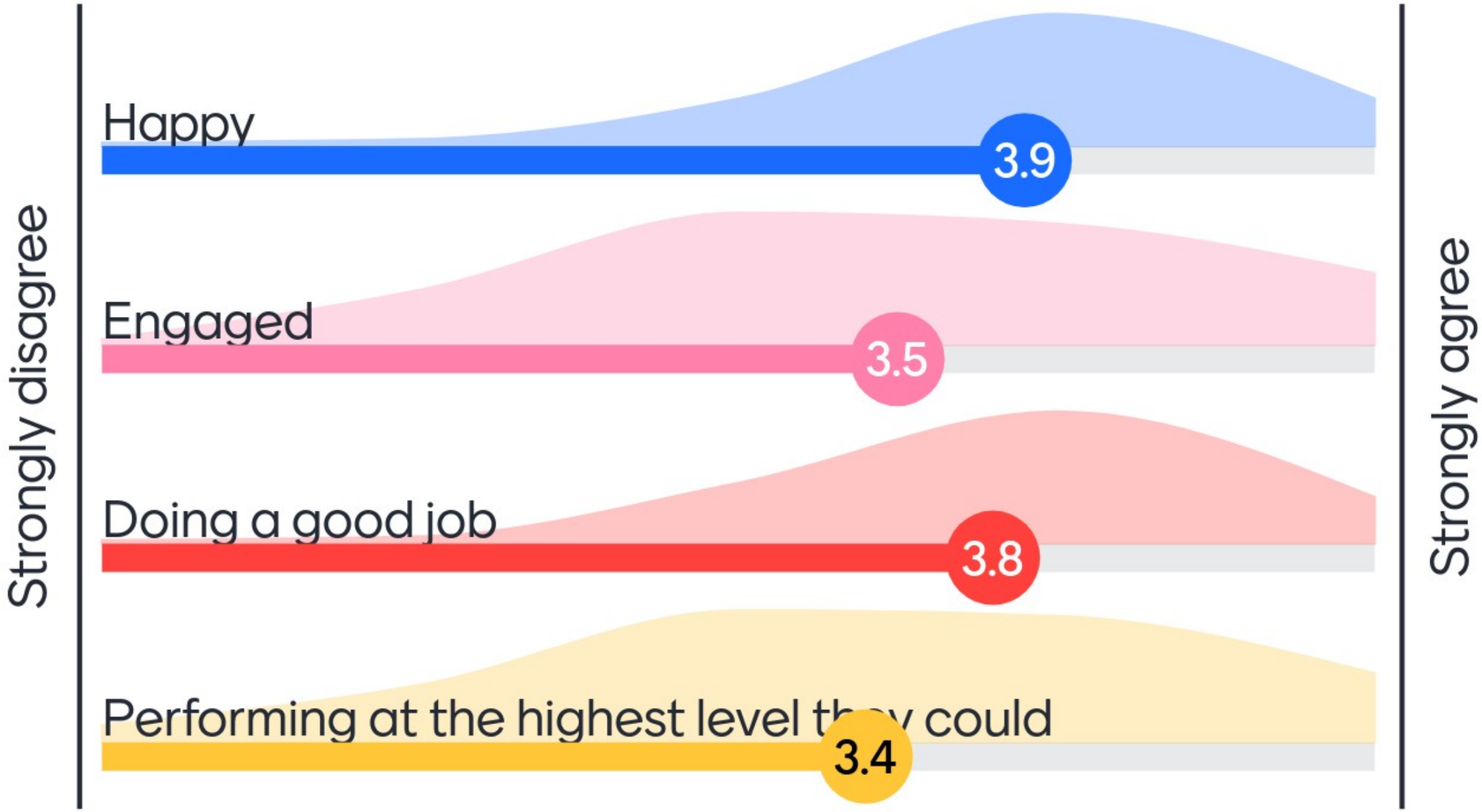


What's one word would staff at your camp use to describe their summer?



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The staff were...



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What general themes did you see this summer with your staff?

Mentimeter

lack of grit

Strong opinions on how things should be done

young and inexperienced

CORN ALL DAY EVERYDAY

Mental health concerns

Cliques

community

Focus on each other over the kids

Lack of grit

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What general themes did you see this summer with your staff?

Mentimeter

mental health regarding school shootings

New to camp in general

Self Branding

Needy

Mental health struggled

Anxious

low attention to detail

covid

Losing steam after 4th of July

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What general themes did you see this summer with your staff?

Mentimeter

Asking for help.

Mental health concerns

Young, doing the bare minimum

advocating!!!

Entitled

Risk management was off the charts as well as their empathy. But that caused them to burn themselves out

more into their own friend group than campers

Frustration at the world outside of camp manifesting inside of camp.

Fall out between them but not telling each other just getting mad

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What general themes did you see this summer with your staff?

Mentimeter

inability to deal with having to work through bad days - needing a lot of mental health breaks

They were some of the most purpose-driven people I've ever served.

lack of experience of working at summer camp

Strong Community

Mental heath

lacking group/behavior management skills

Tired easily

Mental Health

physical age ≠ emotional age

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What general themes did you see this summer with your staff?

Mentimeter

flexibility

Felt confident to express concern and feedback

Needing Instant Gratification

Lack of professionalism.

Culture shift

advocating for what they felt

Not engaged with activities/kids - expected program staff to manage it all

unengaged

Needing significant emotional support

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What general themes did you see this summer with your staff?

Mentimeter

A lot of mental health issues within campers and the staff

Flexible

mental health concerns, request to meet with our LMHC

Lower capacity of skills, they needed a LOT of support

They weren't flexible in their jobs but were overall happy with their team.

Struggled with change, but happy to be back.

Young and inexperienced.

Inability to solve basic problems

disconnection with campers

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What general themes did you see this summer with your staff?

Mentimeter

lots of phone use

Younger staff

Unengaged

Wanted more free time.

Directors who needed their hand held the whole summer

staff liked to play

Mental and Emotional Health

Short Fused

Wanted to learn.

59

What general themes did you see this summer with your staff?

Mentimeter

Burnout

GREAT conflict resolution skills

Excited to have covid guidelines lifted

So happy to run camp "in a more normal way"

Quick to call in our Leadership Team for behavior management OR didn't call until it was too late to make situations better (big pendulum swings)

struggled with setting personal boundaries

team-oriented and got along well

engaged, passionate, stretched thin

Needing lots of scheduling accommodations (late arrivals)

What general themes did you see this summer with your staff?

Mentimeter

Young staff

made camp a safe space for campers

Unappreciated and unappreciative

they suck at cleaning

Asked a lot of questions

All new to camp in general so everything was new to them, but they really worked hard as a team.

very young

Easily triggered

Mental health

59

What general themes did you see this summer with your staff?

Mentimeter

Disengaged

needing more self management skills

That they need more training

Planning activities months ahead but not executing them and a lot of last minute games

not understanding it was a JOB

Solid community

unwilling to ask for help

Lacking behavior management skills

no leadership or go-get-em attitude

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What general themes did you see this summer with your staff?

Mentimeter

Difficulty with communication skills

Simple Caring for kiddos

Lack of training/ camp experience

More defensive

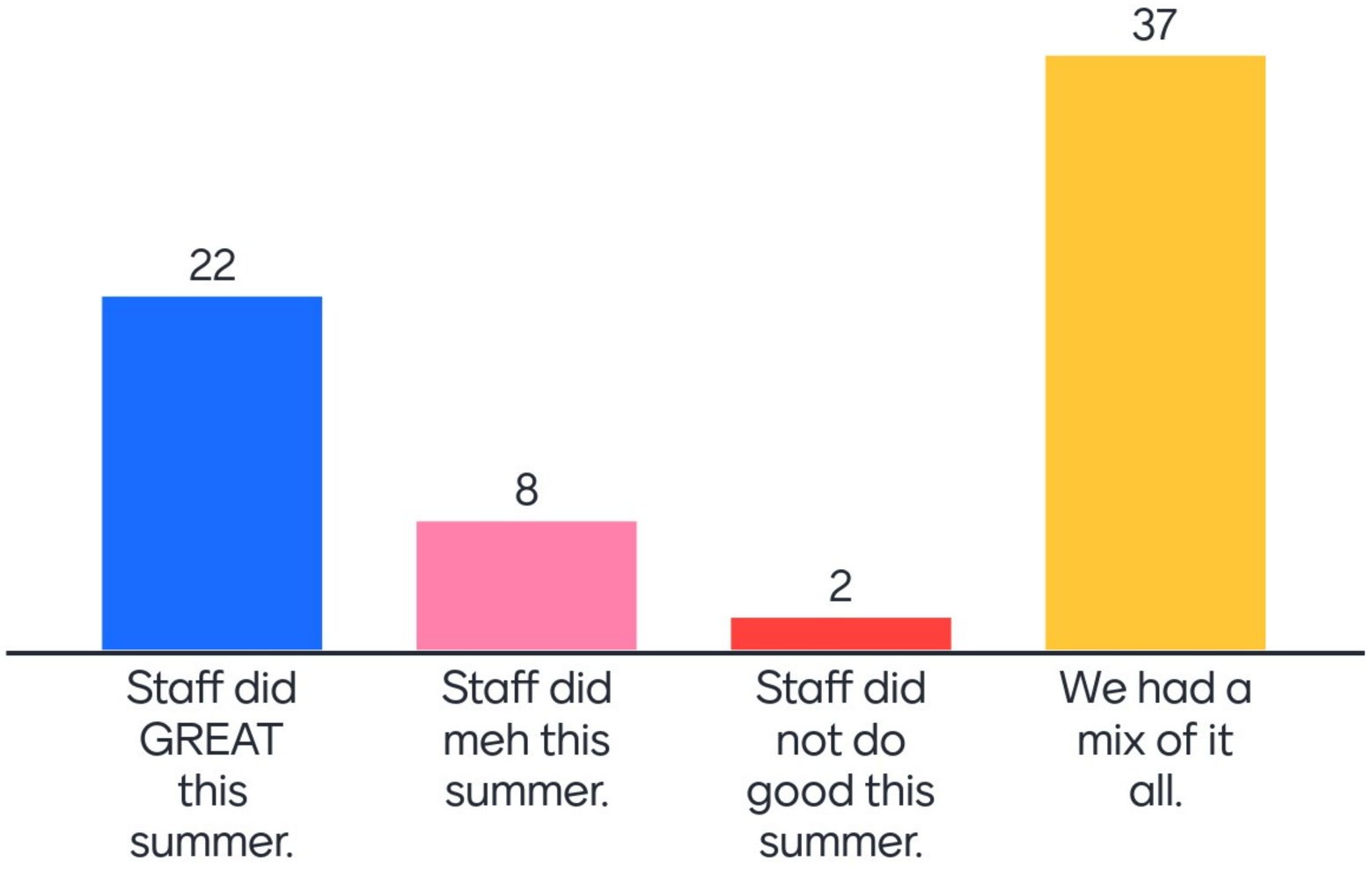
They were young, struggling with the fact that they now make the magic

Complacency

59

Which best describes your staff?

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What was the best part of managing staff this summer?

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Getting to make really deep connections

They wanted to learn and wanted feedback.

learning

They are hilarious, laughed so hard I cried

Really challenging

I had assistant directors for the first time and it was amazing!!

it wasn't good

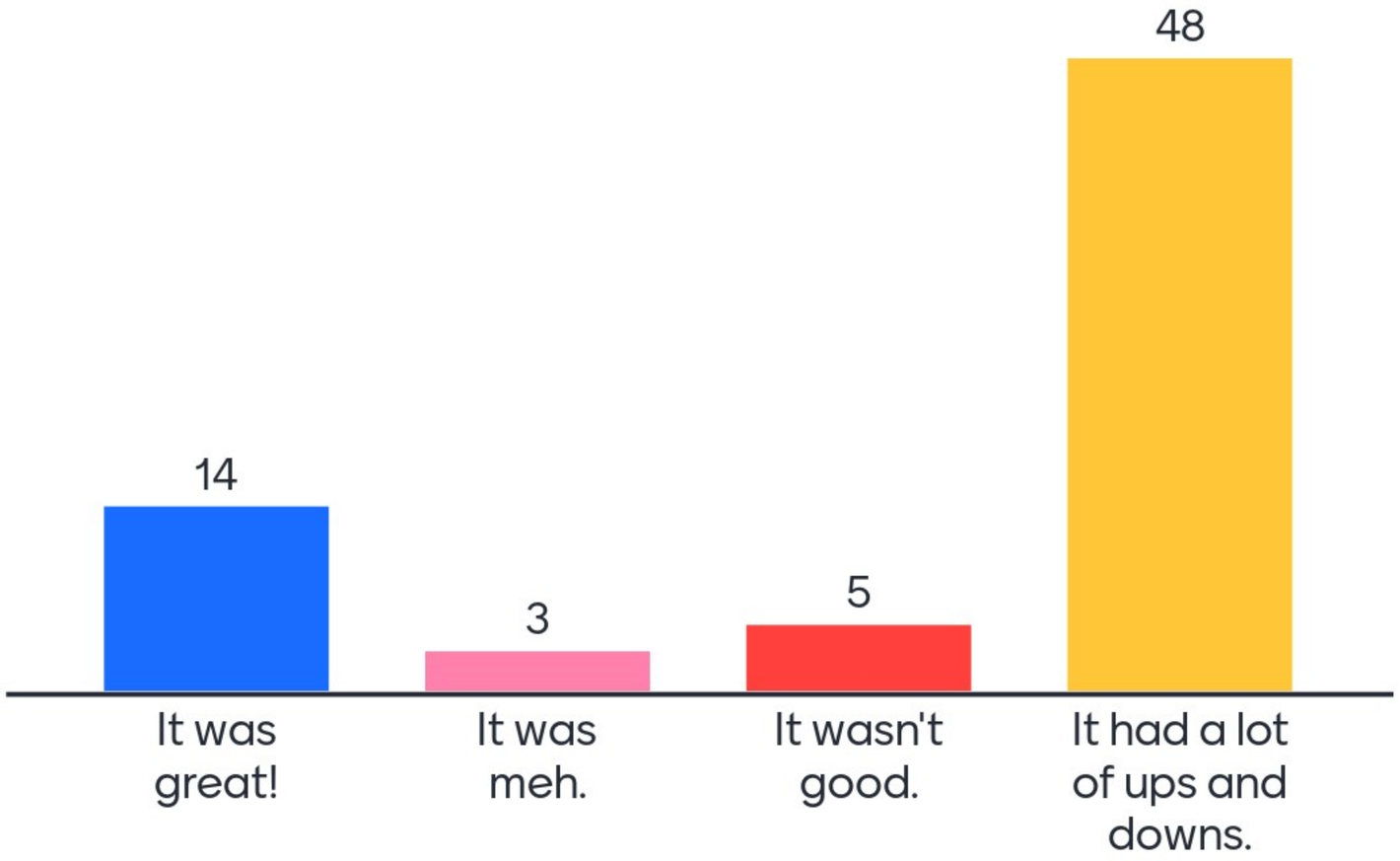
They stayed engaged and tried really hard when difficult issues came up.

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In one word: what was challenging about managing staff this summer?

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How do you feel overall about your experience managing staff this summer?



Mentimeter

Biggest Takeaway

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