



## One Way Interview Questions

A **one-way interview** is a virtual interview format where candidates respond to a set of questions by recording short video answers on their own time. Instead of a live conversation, you'll record answers to **five individual questions**, each with a time limit of **one minute**. You'll have a chance to re-record each answer before submitting.

This format allows you to:

- Record in a comfortable, familiar setting
- Reflect and prepare thoughtful answers
- Re-record if needed
- Complete the interview on your own schedule
- Interview from any location with a stable internet connection

### What to expect

You'll be asked a total of **five questions**:

- **Three general questions** asked of all applicants
- **Two role-specific questions** tailored to the position you applied for

The full process takes about 10–15 minutes. You'll receive clear instructions before each question begins. Let us know if you need support or accommodations before starting.

### How Do We Score Candidates?

We use a 1–5 scoring scale to evaluate one-way interview responses. A score of 5 reflects an excellent response with strong alignment to our camp's mission, clear communication, and thoughtful examples. A 3 indicates an acceptable but average answer with some relevant detail. A 1 means the response is incomplete, off-topic, or lacks understanding of the role. Each candidate is rated on all questions, and must earn at least three scores of 4 or 5 to advance in the hiring process. This helps us consistently identify individuals who are ready to contribute positively to the Summer at St. John's community.

A rubric that we use to rate candidates is provided next to each question.

## General Questions for all Candidates

**Please introduce yourself and share what makes you a strong fit for Summer at St. John's. What sets you apart from other applicants?**

- *Include any experience with kids, camps, or team environments.*
- *Highlight at least one thing that sets you apart – a skill, strength, or personal quality that would make you a great addition to the camp community.*

*Score based on relevance, enthusiasm, and alignment with camp values*

- 5:** Clearly articulates relevant experience and a unique strength with strong alignment to the camp mission
- 4:** Describes some experience and one personal strength with moderate detail
- 3:** Gives general info but lacks clarity or enthusiasm
- 2:** Struggles to name experience or what sets them apart
- 1:** Off-topic or vague

**Describe a time when you helped someone feel included or supported.**

- *Think of a real example – maybe from school, work, sports, or camp where you helped someone feel welcome or included.*
- *Explain what you did and why it mattered – describe your actions briefly and how they made a positive difference for that person or group.*

*Score based on specificity, empathy, and impact*

- 5:** Gives a strong example with action and outcome clearly described
- 4:** Example is relevant and shows intention, but lacks full depth
- 3:** Mentions effort to include someone but lacks clear story or result
- 2:** Vague or generic answer, no clear example
- 1:** No relevant response

**Tell us about a time you were involved in a team (this could be sports, work, presentation group, etc.). What made it successful?**

- *Choose a real team experience – from work, school, sports, or volunteering.*
- *Explain what made it work well – mention communication, cooperation, or how you helped the team succeed.*

*Score based on clarity, collaboration, and contribution*

- 5:** Strong example with emphasis on communication, support, and results
- 4:** Solid example with some mention of teamwork and personal role
- 3:** Describes being part of a team but not what made it successful
- 2:** Mentions team vaguely with little insight
- 1:** Doesn't answer question

## Questions for Junior Counselors, Counselors, Senior Counselors, Head Counselors, Program Providers, & Division Leads

**How would you like campers to describe you by the end of the summer - and why?**

- *Pick one or two words you'd want campers to remember you by – like fun, kind, patient, or dependable.*
- *Explain why those words matter to you – and how you'd show those qualities every day at camp.*

**5:** Chooses meaningful descriptors and explains how they show those traits daily

**4:** Picks values and connects them to camp experience

**3:** Mentions traits without tying them to action

**2:** Generic or cliché response

**1:** Off-topic

**If you could lead any camp activity—real or imagined—what would it be, and why? How would you make sure it's safe and fun for all campers?**

- *Describe the activity and why it's exciting or meaningful – think about what campers would enjoy or learn from it.*
- *Mention one or two ways you'd keep it safe – such as setting clear rules, supervising closely, using age-appropriate materials, or adjusting for different abilities*

**5:** Inventive or practical activity; explains safety, fun, and engagement

**4:** Clear idea with safety and camper experience in mind

**3:** General activity, light on safety or camper engagement

**2:** Impractical or vague activity with little safety thought

**1:** Unsafe or unrealistic idea

## Questions for Summer Camp Welcome Desk Team Member

**How would you greet and assist a new camper and their family on the first day of camp?**

- *Highlight warm, friendly communication*
- *Mention handling nervous or unsure campers with patience*
- *Talk about answering questions clearly and confidently*

**5:** Shows warmth, confidence, empathy, and knowledge of procedures

**4:** Friendly, clear approach with some detail on handling questions

**3:** Describes a general approach, light on specifics

**2:** Unclear or awkward approach

**1:** Not answered

**Describe a time when you had to multitask under pressure. How did you manage it?**

- *Share a real example involving phones, people, or scheduling*
- *Emphasize staying calm, prioritizing, and clear communication*

**5:** Strong example involving people, phones, or scheduling; shows calm and prioritization

**4:** Describes a relevant multitasking scenario with basic success

**3:** Example is vague or underdeveloped

**2:** Little detail, unclear actions

**1:** Doesn't show multitasking

## Questions for Summer Camp Nurse & Medical Assistant

**Tell us about a time you helped someone feel calm and safe in a medical or stressful situation.**

- *Focus on empathy, clear communication, and gentle reassurance*
- *Explain how you followed proper procedures to ensure safety*

**5:** Clearly describes empathy, reassurance, safety, and procedure

**4:** Good story with partial reference to process or support

**3:** Describes support but light on medical relevance

**2:** Limited empathy or procedural awareness

**1:** Off-topic

**How would you respond if a camper came to you feeling unwell but had no clear symptoms?**

- *Talk about asking thoughtful questions and documenting carefully*
- *Mention communication with counselors and caregivers*

**5:** Lists great questioning, documentation, collaboration with staff/family

**4:** Touches on process, but less detail

**3:** Basic check-in approach

**2:** Lacks clarity on protocol

**1:** Unsafe or unrealistic

## Questions for Lifeguards & Aquatic Supervisors

**What does being a leader at the pool mean to you?**

- *Reference enforcing safety rules, staying alert, and setting the tone*
- *Include teamwork with other lifeguards and supporting camper fun*

**5:** Strong emphasis on vigilance, safety, teamwork, and setting tone

**4:** Mentions alertness and some leadership traits

**3:** Generally mentions being present or active

**2:** Vague on leadership or safety

**1:** No understanding of role

**Describe a situation where you had to enforce a rule or redirect behavior in a respectful way.**

- *Explain the situation and how you maintained safety and respect*
- *Emphasize calm tone, clarity, and consistency*

**5:** Specific scenario; calm, consistent, respectful approach

**4:** Solid answer with some detail

**3:** Describes rules, not action

**2:** Lacks understanding of enforcement tone

**1:** Aggressive or passive approach

## Questions for Summer Bus/Transportation Coordinator

**How would you manage the arrival of seven full school buses unloading campers at the same time, while ensuring every child feels safe, supported, and welcomed?**

- *Describe how you'd stay calm, organized, and present during a high-volume arrival window*
- *Mention greeting each camper warmly and helping nervous ones feel reassured*
- *Talk about working with other staff to keep lines moving and spaces safe*

**5:** Calm, organized plan; highlights camper experience and teamwork

**4:** Gives realistic plan with some attention to support

**3:** Recognizes volume but vague on strategy

**2:** Minimal awareness of logistical complexity

**1:** No viable plan

**What would you do if a bus was running late or had a breakdown?**

- *Reference clear communication with leadership and families*
- *Explain how you'd stay calm and focused on camper safety*

**5:** Clear communication, family contact, camper support

**4:** Mentions contacting leadership, some calm handling

**3:** Very general approach

**2:** Unclear or risky response

**1:** Doesn't address the issue

## Questions for Summer Camp Creative Content & Communication Assistant

**How would you capture and share the energy and joy of camp through photos or updates?**

- *Talk about candid moments, storytelling, and camp values*
- *Reference safety and respecting privacy (no photos without approval)*

**5:** Balances storytelling, camper privacy, and values clearly

**4:** Describes content collection with some insight

**3:** Focuses on photos but lacks purpose

**2:** Doesn't mention privacy or values

**1:** Off-topic

**Give an example of a time you had to edit or post content under a tight deadline.**

- *Highlight attention to detail, staying organized, and clear messaging*

**5:** Strong example; shows detail, deadlines, and quality

**4:** Describes working fast with care

**3:** Some experience under pressure

**2:** Little evidence of skills

**1:** No example

## Questions for Summer Camp Facilities Assistant

**Describe a time when you noticed a problem with a space or equipment before someone else. What did you do?**

- *Focus on being proactive and thorough*
- *Mention fixing it or reporting quickly to prevent disruption*

**5:** Describes clear initiative, quick action, and solution

**4:** Caught and resolved an issue proactively

**3:** Noticed something but lacks full follow-through

**2:** Weak example or no action

**1:** No example

**Camp days move fast. How do you keep up with multiple requests or shifting priorities?**

- *Explain your method for staying organized (lists, schedules, communication)*
- *Talk about flexibility and staying positive even under pressure*

**5:** Clear tools/methods for tracking tasks and priorities

**4:** Reasonable plan for staying on top of work

**3:** Vague or improvised method

**2:** Minimal awareness of pressure

**1:** Unfocused or reactive approach