

The Camp Staff Experience Wheel

 Time: 15+ Minutes

 Difficulty: Easy

How to Deploy This Tool

01. Hand Out Assessment: Complete *The Wheel of Life - Student Edition* exercise during onboarding/training and wait until at least one week of the camp season has concluded before deploying *The Camp Staff Experience Wheel*. During a team meeting, give each staff member a hardcopy of *The Camp Staff Experience Wheel* (pages 2 & 3 of this document, printed front & back) and a pen/pencil during staff training. Clarify that this exercise is to help them visualize, assess, and express their camp staff experience as well as help administration know and respond to needs as they arise.

02. Facilitate Exercise: Using the instructions below, facilitate exercise for participants to generate and reflect on a graph that visually represents their views and feelings of their current life experience. An irregularly shaped wheel shows the areas where the experience is strong and where there might be room for improvement. Debrief exercise by asking participants to reflect on what stands out to them about their wheel, what thoughts, feelings, and insights they have as they observe their wheel, and what shifts or actions they want to take in response.

03. Collect & Analyze Results: After facilitating the exercise, collect results and sort by department or other grouping as desired. Going group-by-group, add up the scores for each area and then divide area totals by the number of group members to create an average group score for each area. Use each area total to generate a Camp Staff Experience Wheel for each group. Add up average area scores to generate an overall score for each group. Compare group wheels for scaled trends and ins trends and insights. Repeat process with entire dataset to assemble a wheel that represents the total staff experience.

04. Respond to Results: Set a minimum threshold for individual total scores that trigger admin response(s). For example: total scores that fall below 25 will receive a personal follow-up connection within 24-hours. Use individual graphs and responses as a starting point to further explore what experiences are shaping the individual's views and/or responses. Use feedback to consider systematic or administrative adjustments to improve the individual's experience.

Note: Only deploy this tool if your program allows time for thorough debrief and your admin team has bandwidth to respond. Repeat measurement, analysis, and response cycle on a scheduled cadence (example: between each session).

How to Facilitate this Exercise

01. Introduce Exercise: Introduce the process and goals of the wheel using the following considerations & instructions.

- This tool generates a snapshot of your current camp experience that helps you visualize, consider, and express what you are thinking and how you are feeling.
- While generating your wheel, focus on how you are feeling in the moment rather than how you have felt in the past or hope to feel in the future.
- Make evaluations based on a scale of 1-10 with 1 being "Going Very Poorly" and 10 being "Going Very Well". Mark the boundary line on the graph that corresponds with the number you choose for each area.
- After you mark the boundary line, shade in the area between 1 and the boundary line.
- There are no right and wrong answers - be clear and honest with yourself as you evaluate each area.
- By the end of this exercise, you should have a graph that visually represents how you currently feel about your current experience. This graph can be useful in generating insights and actions that are meaningful for you.

02. Guide Assessment Area-by-Area: Moving area-by-area, guide participants to reflect on and assess their experience using the following order and prompts. Wait 15-20 seconds between each prompt for participants to make an assessment and fill in the area between 1 and whatever number they selected for that area.

- **Campers** As of this moment, rate your current experience with campers.
- **Role:** As of this moment, rate your current experience in your role at camp.
- **Resources:** As of this moment, rate your current experience with resources to accomplish your role at camp.
- **Energy:** As of this moment, rate your current energy level at camp.
- **Community:** As of this moment, rate your current sense of community at camp.
- **Fun:** As of this moment, rate your current experience with fun & recreation at camp.
- **Admin Support:** As of this moment, rate your current experience with being supported by camp administration.

03. Debrief Wheel: Ask participants to spend a few minutes observing their graph and then debrief using questions provided on page 3 of this document. For individuals, debrief one-on-one. For teams, debrief in groups of two or three.

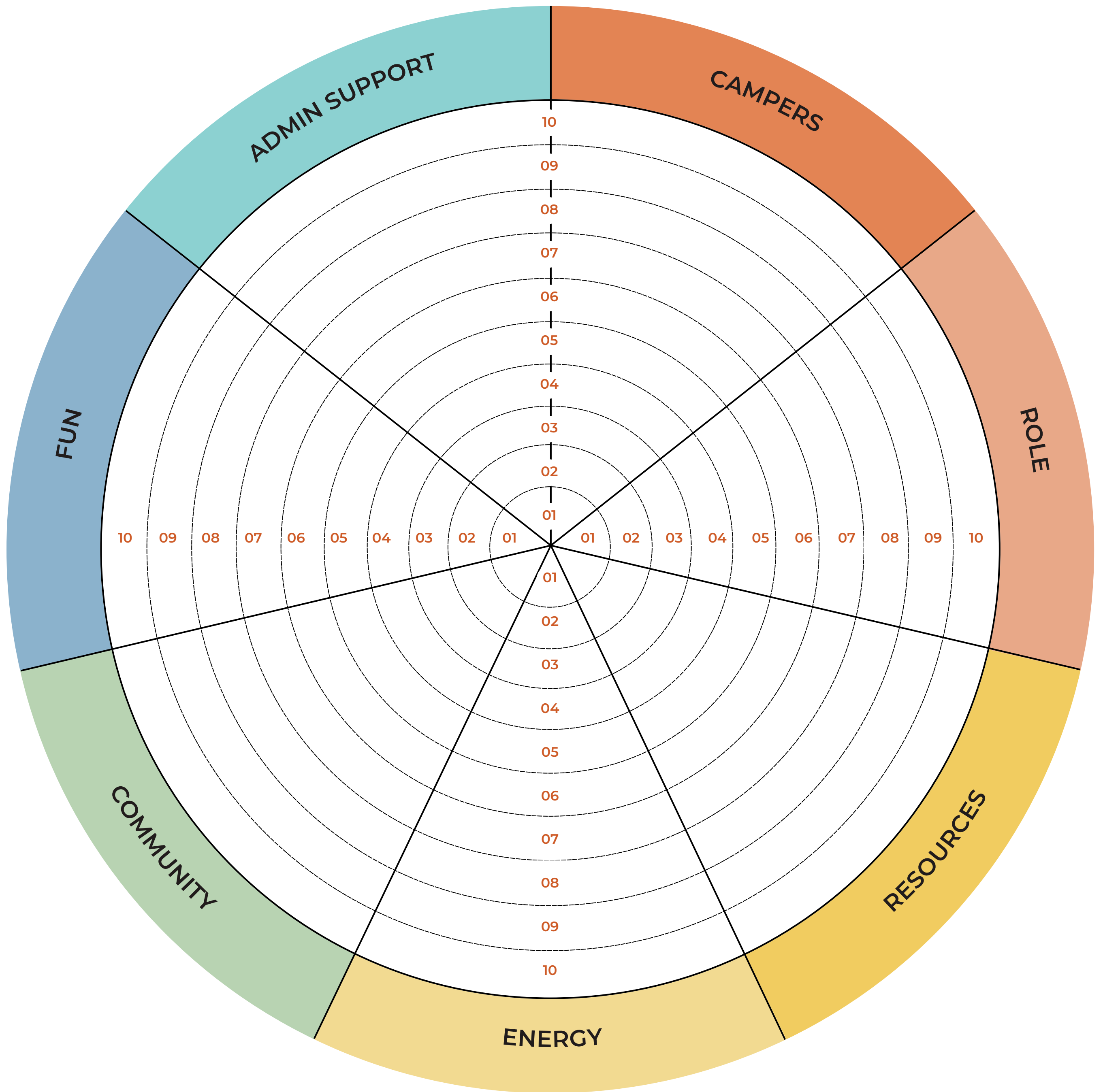
- **NOTE:** The main value of the exercise is found in the debrief portion. It is where information turns into insight. When scheduling the exercise, ending the exercise with a soft stop (free time, a meal, etc.) gives participants a chance to explore and articulate their insights without feeling pressured or rushed. Writing debrief answers is not as important as discussing them but may provide value for admins who want to spend more time analyzing and responding.

04. Collect Wheel: Ask participants to submit their wheel graph so admin can aggregate scores by departments or groups as well as assemble an overall view.

The Camp Staff Experience Wheel

Name: _____

Department: _____



Instructions:

- 01. Mark your score in each of the areas on the scale of 1 to 10.
- 02. Add up scores from each areas for a total number. **Put total score here:** _____
- 03. Use the worksheet on the next page to analyze your wheel.

The Camp Staff Experience Wheel

01 What stands out to you about your wheel?

02 Which area would you like to focus on this week?

03 What shifts or adjustments could you make for a better experience in that area?

04 What systems, resources, or expectations could camp consider to improve that area?

05 Who will you connect with for support? When will you connect with them?