

Please only share this document  
and use this curriculum with  
permission from Daniel. Thank you!



---

## Training Experience Outline

### **Sharing the Professional Value of Camp Via Storytelling**

**Length of Program:** 90 Minutes (flexible from 60-90)

**Qualifications for facilitating this session:**

Daniel has taught a College to Careers course to undergraduate students at George Mason University for 4 semesters. In doing so, he collaborated with the campus Career Center to develop a curriculum that assisted students in translating their work and classroom experiences onto their résumés and into job interviews. Daniel also leveraged his own time at camp to count as an internship in college.

**Timing Options for Program:**

- Pre-camp Training
- In-summer Professional Development session
- **OPTIONS:** 2 or 3-part series (add Mid-summer Story Jam, End of Summer Wrap-up Writing Workshop or Webinar)

**Intended Audiences:**

- Staff Supervisors
- Staff Members

**The “Why” Behind the Program:**

- Staff put in a lot of effort during the summer and should get value from that
- Staff develop very important skills in their roles at camp without realizing it
- This program provides a structured opportunity to practice the skill of translating camp into job-relevant language through **storytelling**
- Understanding the value of camp can help staff further appreciate the opportunity to work at camp and help **retain** those staff for future summers

**Evidence from Research:**

- \*The most commonly voiced reason for likelihood that staff members cannot return to camp next summer is needing a job or internship
  - \*Several of the top competing factors for staff to work at camp revolve around feeling working at camp doesn't move them forward professionally
  - Staff have difficulty understanding and translating the value of camp jobs
- (\*Data from over 800 staff members across numerous camps)

**Learning Objectives:**

- Assist staff in identifying the target audience for their stories
- Learn the basic principles behind powerful yet concise stories
- Allow staff to build ownership over their stories this summer
- **\*PLAN: Set goals for development throughout the summer that will produce the desired stories for their résumé and job interviews**

**Structured Practice → Confident Sharing → Clear Value**

# Program Elements

*(\*All programmatic elements are customizable per your camp's preferences and priorities)*

## Exploration and Initial Practice

**:00 - :05** – Introduction to the Experience

**:05 - :20** – Explore, Observe, & Participate in a storytelling breakout group—*staff will be asked to go to breakout groups where they either have a story that comes to mind that fits the topic or want to hear stories that fit a topic. They can move around from group to group as they wish. The stories do not have to be from camp experiences.*

### Examples of Breakout Group Topics

These topics reflect the underlying value of the work that staff are doing throughout the summer that will eventually translate into professional value.

- Stories about **Friendship**
  - Successes or Challenges
  - Old or New
- Stories about **Innovation**
  - Projects
  - Creations or New Ideas
- Stories about **Teamwork**
  - Synergy
  - Conflict
  - Diversity
- Stories about **Responsibility**
  - Taking it on
  - Avoiding it!
- Stories about **Accountability**
  - Stepping up
  - Taking the rightful blame
  - Sharing accountability with others
- Stories about **Honesty**
  - Telling the truth
  - Being dishonest
- Stories about **Role Models**
  - Influential people
  - What you learned from them
- Stories about **Decisions**
  - Big or small
  - Good or bad
  - Individual or group

**Structured Practice → Confident Sharing → Clear Value**

## What Makes a Powerful Story?

**:20- :30** – The Elements of Powerful Yet Concise Stories

- **What stories stuck out to you during the breakout groups?**
- **Why do you think they stuck out?**
- **The Story Arc**
  - Phase 1 (Situation)
    - What is the Setting?
    - Who are the Characters?
    - What is the conflict and/or dynamic among the characters?
  - Phase 2 (Action)
    - What happened (good or bad) that required a response or action?
    - How did the situation reach that critical point?
  - Phase 3 (Outcome)
    - How was the situation resolved?
    - What was the end result of the actions taken?
- **The Focal Point**
  - Who or what is the story about
  - Perspective-taking
  - Maintaining throughout the story
- **Feelings/Emotions**
  - At each point in the story
  - Acknowledging changes
  - Perspective-taking

**:30-:45** – **Story Telling Challenge!!**

- 2 or 3 volunteers who are willing to share their story from the breakout groups
- The story must last more than 1 minute and be less than 3 minutes
- The audience can share feedback as to how well each story articulated the following:
  - Story Arc
  - Focal Point
  - Feelings/Emotions

**:45-:55** – The (Anticipated) Story of Your Summer

- What types of situations will you be in?
- What types of actions will you take?
- What types of outcomes will come from your actions?

**Structured Practice → Confident Sharing → Clear Value**

## Developing the Arc for Your Summer's Story

**:55-:65** – Determining a Focus

Examples of skills to think about:

- **Communication**
  - **Ability to Work Under Pressure**
  - **Decision-making**
  - **Problem-solving**
  - **Time Management**
  - **Project Management**
  - **Self-motivation/Proactivity**
  - **Conflict Resolution**
  - **Leadership**
  - **Adaptability**
- 
- What types of skills have/will you develop(ed) while working with campers? When?
  - What types of skills have/will you develop(ed) working with other staff? When?
  - **Skill Priorities**
    - Think about camper- vs. staff-centric skills
    - What are 3 Priority Skills you want to strengthen during camp this summer?
      - Which do you already feel you are pretty strong at?
      - Which do you feel you are less-than-strong at?

**:65-:80** – Creating Stories & Developing Skills

- Stories are created moment by moment
- Skills strengthen incrementally, through practicing them over and over
- To tell the story of how you strengthened your skills, you need to track progress

**Fill out the Skill Story Arcs for each Priority Skill  
(see Sample Resource Sheet)**

**:80-:90** –

- Sharing of timelines by those who want to
- Look ahead at camp's plan for helping staff develop stories all summer long
  - How they can share these timelines with their evaluating supervisors
  - Mid-summer check-ins (including a Story Jam?)
  - End-of-summer session on résumés and job interviews

**Structured Practice → Confident Sharing → Clear Value**

## Sample Resource Sheet

### Your 3 Priority Skill Story Arcs

- For **Time Point 1** (now): Rate how strong you are at the skill now
- For **Time Point 2** (mid-summer): Rate how strong you hope to be by then (be realistic!)
  - List one repeated action you plan to take to reach this skill level
- For **Time Point 3** (end of summer): Rate how strong you hope to be (be realistic!)
  - List one repeated action you plan to take to reach this skill level (since Time 2)
- **Use a rating scale of 1-5**
  - 1 is "Not Strong at All"
  - 5 is "Very Strong"

**Priority Skill #1:** \_\_\_\_\_

**Skill Level Rating:** \_\_\_

**Skill Level Rating Goal:** \_\_\_

**Skill Level Rating Goal:** \_\_\_



**One Repeated Action to  
Reach this Goal:**

---

---

---

---

**One Repeated Action to  
Reach this Goal:**

---

---

---

---

**Structured Practice → Confident Sharing → Clear Value**

Priority Skill #2: \_\_\_\_\_

Skill Level Rating: \_\_\_

Skill Level Rating Goal: \_\_\_

Skill Level Rating Goal: \_\_\_



**One Repeated Action to Reach this Goal:**

---

---

---

---

**One Repeated Action to Reach this Goal:**

---

---

---

---

Priority Skill #3: \_\_\_\_\_

Skill Level Rating: \_\_\_

Skill Level Rating Goal: \_\_\_

Skill Level Rating Goal: \_\_\_



**One Repeated Action to Reach this Goal:**

---

---

---

---

**One Repeated Action to Reach this Goal:**

---

---

---

---

**Structured Practice → Confident Sharing → Clear Value**