

# Character

## Does Not Meet Expectations

## Meets Expectations

## Exceeds Expectations

### MODELS CHRIST INSIDE AND OUTSIDE OF CAMP

- Talks or acts inappropriately
- Seeks to serve himself/herself
- Is inconsistent and unpredictable

- Displays love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control
- Displays consistency in and out of pressured/stressful situations
- Responds rather than reacts to conflict

- Seeks out ways to serve others consistently
- Creates opportunities to talk to campers about Jesus throughout the day outside of Devos/ Skills and encourage others (such as peer staff or volunteers) to do the same
- Is selfless by putting others needs before own
- Manages time in order to find time to rest and protects his/her quiet time and communicates when his/her work load threatens to overtake his/her rest time

### DISPLAYS INTEGRITY BY FOLLOWING THROUGH ON WHAT IS ASKED AND WHAT THEY COMMIT TO DO

- Makes excuses and does not take responsibility for his/her actions
- Does not seek to change when behavior or attitude is addressed
- Appears unmotivated or lacks concern
- Is late to camp-wide programming events or meetings

- Is a man/woman of his/her word
- Consistently does what is asked the first time to the fullest extent, not halfway
- Is able to be relied on when given responsibility
- Manages time to achieve daily responsibilities

- Motives are pure and never called into question
- Takes the initiative to go the second mile
- Intentionally puts steps in place to complete tasks
- Proactively looks for an implements ways to take camp programming to the next level
- Adds camp culture to their behind the scenes work

### RESPECTS LEADERSHIP, PEERS, AND CAMPERS

- Chooses not to see a perspective other than his/her own
- Deliberately breaks camp rules
- Demonstrates his/her interests are more important than interests of others

- Holds himself/herself to the Honor Code
- Displays common courtesy to others
- Puts the needs of campers before his/her own
- Follows leadership's direction and encourages others to do the same

- Executes unprompted acts of service
- Steps up to defend and support those in need
- Listens and provides undivided attention to individual campers
- Consistently supports leadership in his/her decisions and reciprocates care

# Competency



## Performance Review Rubric

	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations
<b>UTILIZES TRAINING AND LEVERAGES RESOURCES PROVIDED</b>	<ul style="list-style-type: none"><li>• Does not use resources provided</li><li>• Incorrectly uses resources</li><li>• Does not follow Theme and Skill Curriculum provided</li></ul>	<ul style="list-style-type: none"><li>• Manages resources correctly</li><li>• Informs supervisor when in need of additional resources</li><li>• Uses and follows Theme and Skill Curriculum provided</li></ul>	<ul style="list-style-type: none"><li>• Stewards all equipment given to promote the vision of camp in ways that are creative and fun</li><li>• Finds new and creative ways to cook the Recipe during camp</li><li>• Takes initiative to create an excellent environment to enhance what is written in curriculum or requested by leadership</li></ul>
<b>CONNECTS WITH CAMPERS BY COMMUNICATING CLEARLY AND LEADING EFFECTIVELY</b>	<ul style="list-style-type: none"><li>• Does not use age-specific language when speaking with camper</li><li>• Reads directly from Theme and Skill Curriculum</li><li>• Does not include a personal connection</li><li>• Talks down to campers</li></ul>	<ul style="list-style-type: none"><li>• Speaks with camper in age-specific language</li><li>• Knows all of his/her campers by names and displays a growing relationship with them</li><li>• Speaks in a positive tone with campers</li></ul>	<ul style="list-style-type: none"><li>• Connects campers with one another in a positive way</li><li>• Puts forth intentional effort to connect with even challenging campers</li><li>• Remembers details about campers and incorporates in later conversations by following up</li></ul>
<b>DEPENDABLE BY CARRYING OUT RESPONSIBILITIES AND EXECUTING STRONG WORK ETHIC</b>	<ul style="list-style-type: none"><li>• Consistently does not fulfill responsibilities within the framework of the WinShape Camps Recipe</li><li>• Consistently has to be asked to do a task</li><li>• Often complains or seeks out the easiest tasks</li><li>• Undermines vision amongst other staff by cutting corners</li></ul>	<ul style="list-style-type: none"><li>• Carries out responsibilities consistently within the framework of the WinShape Camps Recipe</li><li>• Completes tasks directly after being asked once</li><li>• Consistently carries out task with a servant heart</li></ul>	<ul style="list-style-type: none"><li>• Completes tasks with excellence and seeks to glorify God through contribution to camp</li><li>• Serves others without being asked and demonstrates Second Mile Service</li><li>• Takes initiative to serve others and promotes a strong work ethic among others</li><li>• Cooks the Recipe outside of regular programmed times and realm of responsibilities</li></ul>

## Does Not Meet Expectations

## Meets Expectations

## Exceeds Expectations

### ENTHUSIASTIC DAILY ABOUT EXECUTING RESPONSIBILITIES AND INFLUENCING OTHERS

- Displays apathetic attitude
- Complains about daily responsibilities
- Is unwilling to help others
- Is rude when working with other teammates

- Serves others
- Displays appropriate amount of energy and enthusiasm
- Is a person others want to work with and be around

- Seeks opportunities to encourage peers in a positive way
- Completes tasks with a positive and joyful attitude
- Is willing to help out in other areas of camp outside his/her responsibilities

### PROMOTES UNITY AND BUILDS RELATIONSHIPS WITH OTHER STAFF AND CAMPERS

- Uses destructive language (gossip, insults, negative comments)
- Has an exclusive relationship
- Plays the blame game

- Inclusive of all campers and staff
- Collaborates and cooperates with other staff
- Quickly puts an end to bullying or exclusive relationships

- Encourages others to interact with all staff and campers
- Interacts with loners and engages them in inclusive relationships
- Learns about people to empower them to operate well in their lane

### LEADS WELL WHEN ASKED AND FOLLOWS LEADERSHIP

- Is dismissive of constructive feedback
- Creates a power struggle with supervisor
- Responds with excuses when given instruction

- Supports leadership of supervisor
- Reaches out to leadership team for help with problem solving
- Has a “Yes” attitude
- Proves trustworthy when given opportunities to lead and/or to follow leadership

- Displays strong leadership abilities by working well with different personalities and communicates clearly and effectively
- Able to maturely navigate and resolve conflicts or differences of opinion
- Regularly asks leadership how he/she can improve
- Defends leadership decisions and puts an end to negative talk