

Do You! A new approach to staff and professional development

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I'm not going to be able to say yes to that!

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Who are you? Your role as a leader and manager

- Role model – Doing You
- Developing your strengths & weaknesses
- Providing opportunity for young people (staff) to develop and grow

The Ideal Camp Director

Responsible, Dependable, Wise, Energetic, Enthusiastic, Loving, Honest, Creative, Flexible, Safe, Compassionate, Active, Happy, Magical, Smart, FUN, Giving of themselves, COOL, Not perfect, , Open minded, Patient, Caring, Dependable, Smiling, Resourceful, Friendly, Confident, Entertaining, In the middle of it, Interested, Aware, Sensitive, Larger than life, Silly, Multi-Tasker, Unique, Listener, Prepared, Musical, Helpful, Amazing, Understanding, Positive, Proactive...

Do you know where I got this list? Counselor & Director (same sort of thing)

What are some of the lessons we can take from this:

- YOU know what an Ideal Camp Director is – qualities, skills, personality, etc.
- You can break it all down into skills that you can get better at
- You ask this of your camp counselors – you should do it yourselves



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For Us By Us style of professional development: Do You! Role model growth and development

What are signature strengths?

Skills = things you can get better at through practice (do or say)

Strengths = moral traits or qualities made up of skills

It's confusing, they can be both... the point is that there are ways to work at and get better at the things we want to be, the skills we want to have, and the strengths necessary to be the Ideal Camp Director.

According to Martin Seligman Ph.D., author of *Authentic Happiness* there are 24 signature strengths that fall into 6 categories:

Wisdom and Knowledge

- Curiosity and Interest in the world
- Love of learning
- Judgment, Critical thinking, and Open-mindedness
- Ingenuity, Originality, and Practical intelligence aka street smarts
- Social intelligence, Personal intelligence, and Emotional intelligence
- Perspective

Courage

- Valor and Bravery
- Perseverance, Industry, and Diligence
- Integrity, Genuineness, and Honesty

Humanity and Love

- Kindness and Generosity
- Loving and Allowing oneself to be loved

Justice

- Citizenship, Duty, Teamwork, and Loyalty
- Fairness and Equity
- Leadership



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Temperance

- Self-control
- Prudence, Discretion, and Caution
- Humility and Modesty

Transcendence

- Appreciation of beauty and Excellence
- Gratitude
- Hope, Optimism and Future-mindedness
- Spirituality and Sense of purpose
- Forgiveness and Mercy
- Playfulness and Humor
- Zest, Passion, and Enthusiasm

There are arguably lots more. These reflect Dr. Seligman's cross cultural research. These are the ones he knows about, has tested for, and has studied. These are the ones that he can accurately measure in each of us.

What are YOUR signature strengths?

Basic self report. For each one ask two questions, one that would align you with the strength and the next that would put you at the opposite end of the spectrum. The idea is that you can then start to map out what your top strengths are. For the full test, that has been tested (reliable and valid) visit www.authentic happiness.com. It takes about 20 minutes and is well worth your time!

For example:¹

Judgment, Critical Thinking, & Open-Mindedness

- A) The statement "When the topic calls for it, I can be a highly rational thinker" is
- | | |
|---------------------|---|
| Very much like me | 5 |
| Like me | 4 |
| Neutral | 3 |
| Unlike me | 2 |
| Very much unlike me | 1 |

¹ Taken from *Authentic Happiness* by Martin E.P. Seligman, Ph.D. page142-143



B) "I tend to make snap judgments" is

- | | |
|---------------------|---|
| Very much like me | 1 |
| Like me | 2 |
| Neutral | 3 |
| Unlike me | 4 |
| Very much unlike me | 5 |

Total score for both questions: _____

So, now that you know what your strengths are and you can help staff find out their strengths, what do we do with it? Do You!

Do You! The Do & Say approach to skill development

- What are you good at? What challenges you?
- Break each skill down until there are steps, actions, words, etc. that you can practice every day. Practice makes...

Map these skills to jobs, duties, and responsibilities at camp.

