

Helping Without Answering

Purpose:

What are we teaching to our campers and our staff when we give the answers outright rather than empower individuals to problem solve on their own?

Instructions:

- 1) Find a partner
- 2) One of you will be the direct report and the other will be the supervisor. (Don't worry, you will get a chance to switch afterwards.)
- 3) Roles:
 - a) The direct report will come to the supervisor with a camp related problem.
 - b) The supervisor is not permitted to outright say the answer. Instead, the supervisor is only allowed to ask questions.
- 4) The scenario ends when the counselor arrives at a solution.

Example:

Counselor: "Should I pass out the face paint to the campers?"

Supervisor: "Why do you think we should wait?"

Counselor: "I am not sure we should or not. They are really excited."

Supervisor: "What harm is there in passing it out now?"

Counselor: "The face paint may get smudged with the heat."

Supervisor: "Is there anything that may result in it getting washed off before the house spirit photos?"

Counselor: "I don't know if they have swimming or not next period."

Supervisor: "Where could you look?"

Counselor: "On the back of their name badges."