

7. Prizes are a great way to create a fun buzz at your camp and also make staff members believe they are appreciated. This does NOT need to be an expensive proposition. Gift certificates to Starbucks, a bookstore or even extra break time go a long way in sending the message that you recognize the difficult jobs people have and appreciate their efforts.

8. Verbal praise costs nothing and is the single most effective way to create an effective and happy staff. Studies show that one “negative stroke” needs 11 “positive strokes” to balance things out. We are often quick to point out faults or things that need to be improved, but how many of us compliment people as soon as we see a job well done?

Of course, camp staff are getting paid to perform a job and they should do that job to the best of their ability, regardless of extrinsic rewards; however, a camp where people are treated with respect and kindness is a camp where children learn the importance of character. Your staff is the direct link to your campers — treat them well and watch them SOAR! **CC**

Marc Hoberman is the director of Grade Success Staff Training (www.gradesuccessinc.com), which assists camp owners with orientations and offers consulting services before, during and after camp.

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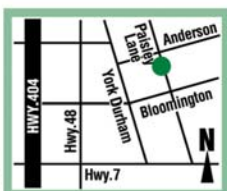
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