

Printed Name _____ **Signature** _____ **Date** _____

Will's Hope Expectations of Veteran Participants, Staff & Self-Assessment for 2022 Programs Rev 2

As of: 30 Jan 2022

This document is for prospective veteran participants in Will's Hope Veterans' Programs and staff assisting Will's Hope Veterans' Programs and associated volunteers to use in assessing themselves and anyone they might nominate for the Veterans' Program. It will facilitate the application process. It is a mechanism to articulate Will's Hope expectations for veteran participants and staff.

	Prospective Veteran Participant/Staff Member Attributes	Yes or No	Numerical or Alphabetical Answers
1	Are you willing to become familiar with and read Will's Hope program documentation such as policies, vision, mission and other program material?		
2	Are you willing to put in the time to prepare and train; and be invested in Will's Hope so that you can be fully engaged and effective?		
3	Are you able to maintain a positive disposition when you are in the company of others for a week or more as well as being in variety of weather conditions and various activities to include long drives from early morning 5.00 AM - 8:00 PM each day?		
4	Are you able to consistently and continuously present a positive image and set the example so that you reflect positively on Will's Hope as seen by outside persons and organizations?		
5	Can you interact with other adults & others (the public, officials, guests to Will's Hope events, etc.) using appropriate language, appropriate behavior & professional conduct?		
6	Are you able to handle long drives during the program (e.g., it is not uncommon for activities to require up to 2 hours in one direction; and the drive from Colorado Springs to Gardiner, MT is a 13-hour drive)?		
7	Can you engage in meaningful conversations without trying to continuously assert your way as being the better way?		
8	Can you provide the Program Leaders timely, objective and constructive comments and assist with the fix (if necessary)?		
9	Can you identify the good & positive things in the accomplishments of other adults or in an activity that may appear to be somewhat unstructured & free flow?		
10	Are you comfortable in an activity or activities that are unstructured (e.g., no formal schedule, no lesson plan, no timeline, etc.) where the activity just meanders based on the participants' reactions, comments and interests?		
11	Are you comfortable in an activity or activities that are structured (e.g., formal schedule, classroom environment)?		
12	Can you function without having frequent meetings?		
13	Are you able to help others without becoming impatient or frustrated?		
14	Do you love/enjoy the outdoors and the natural world?		
15	Are you physically fit so you can hike up to 3 miles with a 600-foot elevation gain? *		
16	Can you accept direction from the Will's Hope Program Leaders?		
17	Can you accept constructive criticism or suggestions on how to do something better from peers?		
18	Can you be genuinely interested in the other participants and provide positive reinforcement?		
19	Can you provide positive reinforcement after one of your peers does a presentation or is the leader for an activity?		
20	Are you able to look for things to do and if the responsibility is not clear help out by taking the initiative?		
21	Are you consistently a team player?		
22	Are you able to let others get the credit, even if you contributed to accomplishing a task or project?		
23	Can you demonstrate humbleness and sincerity to the other participants?		
24	When planning daily/hourly schedules for activities the weather will be considered and it is not the intention of the program to deliberately work in an inclement environment. However, there may be tasks or situations (e.g., where a storm moves in quickly) where everyone gets wet and cold. Are you able to function and remain positive in inclement weather?		

	Prospective Veteran Participant/Staff Member Attributes	Yes or No	Numerical or Alphabetical Answers
25	Can you participate in the program knowing that cell phones cannot be used during the day and can only be used for a limited time in the evening when it doesn't interfere with the Program?		
26	Can you sit through a class or briefings and pay attention without having side conversations and or using your smart phone (in any manner) and being distracting to the instructor, other participants or Will's Hope staff?		
27	Can you work effectively with others that may appear normal but underneath they are sensitive and fragile?		
28	Do you use the words please & thank you frequently?		
29	How are your people skills? A = Outstanding, B = Excellent, C = Satisfactory, D = Less than Satisfactory		
30	How are your active listening skills? A = Outstanding, B = Excellent, C = Satisfactory, D = Less than Satisfactory		
31	Do you avoid the use of "I want...", "You must do it this way...", "My way is the best" and similar self-serving directives?		
32	Can you abide by the rules specified by the National Park Service, guides, US Forest Service and other organizations?		
33	Are you able to look at this experience as an honor where you may receive far more than what you contribute?		
34	During long drives to various activities are you able to engage in fun and educational activities that emphasize training objectives or observations of wildlife, features or other items seen enroute?		
35	Can you police yourself if you are starting to be less than positive & enthusiastic?		
36	Can you work in a calm, respectful and courteous manner?		
37	Do you understand that the program (even though it is a lot of fun) is not a vacation?		
38	Are you able to help instructors, & staff if they need help?		
39	Are you able to carry on a professional or friendly conversation with a visitor or other person without revealing confidential personal or other information about yourself or others?		

* Hiking & physical requirements may be waived on a case-by-case basis depending on the individual's situation.

Narrative response for the Self-Assessment:

- A. What qualities are your strongest people-oriented skills (list no more than 2)?

- B. As a participant or a member of the staff - can you be a positive influence on the other participants?

- C. Describe what you may have to change about yourself to work effectively with others:

- D. Describe your leadership style and how it will work with a small team of other veterans:

- E. Describe yourself with respect to being a team player:

- F. Describe how you are a positive person: