



# YOUR KEYS TO SUCCESS

TO BE SIGNED BY CIT  
& PARENTS

## **Expectations**

The Counselor in Training Program is special. It requires greater responsibilities, a uniform goal, and attainable but challenging expectations. Each member of the program and their parent/guardian must sign that they have read and understand the guidelines and expectations. They should act as a constant reminder for success in the program.

## **DYB**

The Counselor in Training Program will use the acronym: DYB to describe, "Do your best." The most important expectation is that each member of our program will always try their hardest. If you forget to do this, or do something that is not OK, one of the first questions we will probably ask you is, 'Is this your best work?'

## **Be Proud**

The Administration and senior counselors consider it a special honor for people to be included in this program. The program is designed for individuals that strive to be better leaders and to make positive differences in their lives and the lives of others. Feel honored, and show honor to the program by always asking yourself, 'Is what I'm doing helping the program or hurting it?'

## **Be Curious. Ask Questions. Wonder.**

If on the first day of the program, you see someone (a counselor or staff member) who you believe is really good at meeting people and getting to know them, ask yourself, 'Why do I believe this? What are they doing or saying that makes me believe that they are so good at this?' This helps us figure out how to do these good things ourselves.

## **Be ready for us to ask, "What do leaders do and say?"**

We'll be asking this all of the time, every day. When a problem arises, when we have a decision to make, when we have a challenge to meet-we'll be thinking about good things that leaders do and say.

## **Learn and remember the meaning of PTUTWWA**

This is another special word that we will use in our program, from teaching materials from educator Michael Brandwein. The word is pronounced, 'Pah-Two-Twah.' These letters stand for, '**P**eople **T**reat **U**s **T**he **W**ay **W**e **A**ct.'

This means that if we want to stop being treated like kids-if we want to be treated like young adults-then we have to act in ways that show people that this is who we are. During the program, if behavior is not appropriate, we may ask group members, "How do you want to be treated right now?" This will be our way of reminding everyone that how we act affects how we are treated. PTUTWWA also means that we are in charge of our choices.

## **Be Able to Disagree in a Constructive and Respectable Manner**

At Falcon, we live with our co-workers. This co-habitation provides us with the excellent opportunity to learn how to disagree with another person while keeping a positive and productive working relationship intact. Falcon demands a safe physical, social, and emotional environment for people to express their thoughts and be comfortable with themselves.

## **Be Willing to Put Others Needs Before Your Own**

As a full immersion program, a CIT is under the watchful eye of campers and staff at all times in activity areas and the cabin. This means that you will have to live up to all of the Falcon's expectations throughout the day. This process is about the transformation that camp is no longer all about serving your needs first but the idea of how you can make a positive impact for others as your counselors did for you.