ANASAZI
foundation

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Thank you for your interest in ANASAZI Foundation!

Anasazi, a non-profit organization, prides itself on having the best staff in the industry. The mission of the Anasazi Foundation is to prepare parents and children to be able to turn their hearts towards one another, begin anew, and walk in harmony in the wilderness of the world.

Anasazi, the most authentic primitive skills experience in the industry, is not a boot camp. There is no force, manipulation or confrontation. You (the "TrailWalkers"), walk the trail with the same food and gear as the YoungWalkers and patiently wait for opportunities to teach. When the time is right, you will have the opportunity to teach primitive skills and principles of unconditional love, agency, forgiveness, and restitution.

Before applying for this position, we would ask you to check your heart and your personal motivation. We are looking for those who want to make a difference in a child's life. The work we do is not for everyone. It requires a person to be at their best, not only when in the field, but also after hours. Who you are and what you bring are more important to us than your personal background. Make no mistake, this will be some of the toughest work you will ever experience, but also some of the most rewarding.

Here are a few things to consider prior to seeking employment or volunteer opportunities at ANASAZI foundation:

1. You must be 21 years or older to apply for the TrailWalker position.
2. Here at Anasazi we have high personal standards, meaning that we stay away from: dishonesty, use of illegal drugs, alcohol and all tobacco products, pornography, sexual intimacies outside of a committed relationship, criminal activity, etc.
3. Be able to work 8 days on 6 days off shift, based in Mesa, AZ working out of Tonto National Forest.
4. Be able to pass a background check.
5. Be able to pass a drug test (including marijuana).
6. Have a valid driver's license.
7. High School Diploma or GED equivalent is required.

If you feel that you can live by these high personal standards, we will happily accept your application for employment at ANASAZI Foundation.

Official ANASAZI hiring procedure:

If you are selected as a potential candidate for hire, we will give you a full week of in-field training (including WFA) and one to two trial weeks, after which, the Anasazi Field Team will make a decision on if you will become a TrailWalker. Starting pay is $12/hr, which does not start until after you are trained and you begin your first trial week with clients.

APPLICATION PROCESS:

1. Complete and submit this application (and all other required documents).
2. 1-2 Interview(s) with Field Team members.
3. Official invitation to in-field training.

TRAINING PROCESS:

1. In-field training (unpaid) / Outfitted with ANASAZI gear (A list of gear will be provided upon invitation to training).
2. Trial week with clients (paid).

HIRING PROCESS:

1. Field Team will have an official hiring meeting.

Pre-interview Requirements

- ❑ This application (completed) and emailed to training@anasazi.org OR physically submitted to the office.
- ❑ Three letters of recommendation from non-family members.
- ❑ Copy of High School, Bachelor, Masters or Doctorates degree (diploma or graduation certificate) or official transcripts showing completion.
- ❑ Copy of two forms of unexpired identity (i.e. driver's license, social security card, passport, birth certificate, etc.)
- ❑ DMV Driving Record
- ❑ Copy of a physical done within the last year. (This is a traditional sport physical with a doctor, clearing you to participate in rigorous physical exercise).
- ❑ Result of Tuberculosis testing done within the past year.
- ❑ Tetanus shot record done within the last 10 years.

Post-interview Requirements

- ❑ Fingerprint Clearance Card (You must have a class one or two fingerprint clearance from the Arizona Department of Public Safety).
- ❑ CPR & First Aid Certification
- ❑ Read *THE SEVEN PATHS* and *THE ANATOMY OF PEACE*.

Trailwalker Application

Last Name / First Name / Middle / Preferred Name:	
Address / Street / City / State / Zipcode:	
Phone Number:	Email Address:
Social Security #:	Date of application:
Why do you want to work for ANASAZI Foundation?	
How did you learn about ANASAZI Foundation? Please be specific. If “friend” please specify who. If “internet” which site, etc…?	
Earliest available date to work?	

General Questionnaire

❍Yes ❍ No **Are you at least 21 years of age?**

❍Yes ❍ No **Can you commit to work 8 consecutive days**

❍Yes ❍ No **Have you been sober from addictive substances/behaviors for at least 1 year.**

❍Yes ❍ No **Have you ever filed an application with ANASAZI before?**

❍Yes ❍ No **Are you currently employed?**

❍Yes ❍ No **Have you ever been employed with ANASAZI before?**

❍Yes ❍ No **Are you currently on "lay-off" status and subject to recall?**

❍Yes ❍ No **Are you prevented from lawfully becoming employed in the United States**

❍Yes ❍ No **Have you been convicted of a felony in the last 7 years?** (Conviction will not necessarily disqualify an applicant from employment; however, you will need to pass a fingerprint clearance).

If YES, explain below:

❍Yes ❍ No **Have you ever been fired from a job or asked to resign?**

If YES, explain on the line below:

❍Yes ❍ No **Do you have any other commitments to people, organizations, or other employment that would limit your ability to dedicate yourself 100% to the trail (24/7)?**

Medical Questionnaire

TrailWalkers hike 15-35 miles per week in remote areas in a variety of terrains, temperatures & elevations, carrying a primitive pack which can weigh at least 50 pounds. No individual over 295 pounds will be allowed to participate due to limitations of rescue equipment and for the safety of ANASAZI personnel & clients.

❍**Yes** ❍ **No** Do you have any medical problems that may hinder your ability to work as a Trailwalker? If yes, please explain below.

Do you have a history of:

❍**Yes** ❍ **No** Asthma

❍**Yes** ❍ **No** Diabetes

❍**Yes** ❍ **No** Back or knee problems

❍**Yes** ❍ **No** Surgery or hospitalization

❍**Yes** ❍ **No** Mental illness, including depression

❍**Yes** ❍ **No** Seizures

❍**Yes** ❍ **No** Heart condition or hypertension

❍**Yes** ❍ **No** Arthritis

❍**Yes** ❍ **No** Are you taking any medications? *If yes, list medications below.*

❍**Yes** ❍ **No** Are you allergic to bee stings or insect bites? *If yes, list reactions below.*

❍**Yes** ❍ **No** Do you have any other allergies? *If yes, list reactions below.*

Terms of Employment

We expect all ANASAZI employees to live by high personal standards—standards that would be representative of what the parents of ANASAZI participants are hoping their children will embrace--standards that enable our employees to bring a positive and uplifting "persona," "spirit," or "way of being" to ANASAZI. This "way of being" enables them to have healthy connections with children and young adults and will communicate a positive message of trust, love and friendship.

Here at Anasazi we have "high personal standards" meaning that we stay away from: dishonesty, use of illegal drugs, alcohol and all tobacco products, pornography, sexual intimacies outside of a committed relationship, criminal activity, etc.

Living by high personal standards in their personal lives allows ANASAZI employees to be effective in their work with adolescents, young adults and parents who are searching for answers and seeking change in their lives.

I agree to live a high personal standard—on the trail AND off the trail—while employed at ANASAZI. (Please initial below.)

INITIALS:

I understand that—upon hire—I would be making a commitment to work a week-on/week-off rotation for a minimum of 6 months. (Please initial below.)

INITIALS:

I have read, understand, meet the minimum qualifications, and can perform the essential functions listed in the job description for the position for which I have applied (Please initial below.)

INITIALS:

Employment Experience *(Most recent job first)*

1.

EMPLOYER NAME	ADDRESS	PHONE NUMBER
JOB TITLE	SUPERVISOR	REASON FOR LEAVING
WORK PERFORMED		

DATES EMPLOYED	FROM _____ TO _____

HOURLY RATE OR SALARY	START _____ FINAL _____

2.

EMPLOYER NAME	ADDRESS	PHONE NUMBER
JOB TITLE	SUPERVISOR	REASON FOR LEAVING
WORK PERFORMED		

DATES EMPLOYED	FROM _____ TO _____

HOURLY RATE OR SALARY	START _____ FINAL _____

3.

EMPLOYER NAME	ADDRESS	PHONE NUMBER
JOB TITLE	SUPERVISOR	REASON FOR LEAVING
WORK PERFORMED		

DATES EMPLOYED	FROM _____ TO _____

HOURLY RATE OR SALARY	START _____ FINAL _____

Education *(You will be asked to provide documentation)*

LAST DIPLOMA/DEGREE EARNED	SCHOOL NAME
DATES ATTENDED FROM _____ TO _____	OTHER DIPLOMA(S)/DEGREE(S) HELD
DESCRIBE YOUR COURSE OF STUDY AND EDUCATIONAL PURSUITS	

Special Skills & Qualifications

❍**Yes** ❍ **No** Have you ever been employed by a Treatment Program? If, so who and when?

❍**Yes** ❍ **No** Have you received any training by the Arbinger Institute?
❍**Yes** ❍ **No** Have you been trained in map reading and/or orienteering?
❍**Yes** ❍ **No** Are you CPR/First Aid certified?

Documentation that will not expire during your 6 month stay is required before attending training.

Summarize special job related skills and qualifications acquired from employment, military service or volunteering, such as community, civic, or religious service.

I certify that answers given are true & complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. This application for employment may be considered active for a period of time not to exceed 90 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time. I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the employee may resign at any time and the employer may discharge employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

Signature of Applicant / Date

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Getting Acquainted

1. People come to ANASAZI with different skill-sets and talent. What do you feel you can bring to ANASAZI?

2. What experience if any, do you have working with youth? What do you feel is the hardest part about working with youth?

3. In your life, who has been a role model and why?

4. What is one of your greatest accomplishments?

5. Where do you go when you're looking for inspiration and guidance? To whom do you turn for advice and why do you think that is?

6. What's one of the hardest choices you've had to make in your life? What was the outcome?

7. Is there a time in your life when you have felt that someone has trusted you beyond what you expected?

8. The mission and goal of Anasazi Foundation is to turn hearts homeward, toward the family. With that in mind, please share an experience wherein you resolved a conflict with a family member.

ANASAZI
MISSION STATEMENT

To prepare parents and children to turn their hearts to one another, begin anew and walk in harmony in the wilderness of the world.

The Ten Guiding Principles of the ANASAZI Way

1. The emphasis of the entire program focuses, first and foremost, on the YoungWalkers.

The focus of the program is NOT:
a. Money
b. Convenience
c. Personal Interests
d. Logistics

2. Every YoungWalker is a person of worth, is inherently good, and deserves respect and the protection of his agency and dignity.

YoungWalkers are NOT:
a. Seen as bad kids
b. Abused or degraded in any way
c. Punished
d. Forced

3. Each experience in the YoungWalker's' wilderness walking is authentic and legitimate and is based on a reality that is subject to the causes and effects which occur naturally in that environment.

YoungWalker experiences are NOT:
a. Manipulations
b. Contrived activities
c. Psychological games
d. Contrived consequences

4. Anasazi TrailWalkers walk with the YoungWalkers and participate fully in all aspects of daily life on the trail, serving at all times as role models.

TrailWalkers are NOT:
a. Privileged with special food, supplies, equipment, and paraphernalia
b. Merely unskilled wardens, leading a trek
c. Relieved of the daily hardships of trail life

5. The Anasazi curriculum is a series of makings that grow naturally out of the experience of living with one another on the land.

The Anasazi curriculum is NOT:
a. Theories and models
b. Outlines, workbooks, or classes unrelated to the wilderness experience
c. Busywork

6. Therapeutic interventions at Anasazi consist of the intimate, personal availability of one who gently assists the YoungWalker in The Making of an Awakening, resulting in a change of heart.

At Anasazi, therapeutic interventions are NOT:
a. Behavior modification
b. Manipulation or coercion
c. Focused on perceived weakness, but on individual strengths

7. Participation of the parents in the Anasazi Parent Program is essential in The Making of a Healing for the entire family, and completes the foundation upon which the family can start a new beginning.

Parental participation is NOT:
a. Viewing the YoungWalker as the problem
b. An intervention independent of the family
c. Ignoring the fact that the whole family has contributed to the problems
d. Teaching parents techniques of control

8. Safety and concern for the physical and emotional well-being of each YoungWalker is a primary element in all aspects of the Anasazi Way, and every situation and activity is monitored with that in mind.

The Anasazi Way is NOT about:
a. Putting YoungWalkers at risk
b. Watering the program down with over-protection
c. Dismissing their physical complaints as being merely manipulation efforts
d. Requiring them to do things beyond their individual capabilities

9. Surrounding all of the principles of the Anasazi Way is a tender concern for the spiritual well-being and growth of every YoungWalker.

The Anasazi Way is NOT:
a. A toughening up exercise
b. An imposition of religious beliefs
c. A contrived inquisition or purging of the spirit of the YoungWalkers
d. Secular academic treatment, which denies access to matters of the spirit

10. The Anasazi Way recognizes the absolute, separate, and individual rights and concerns of each YoungWalker.

The Anasazi Way is NOT:
a. A herding through the wilderness
b. A prescribed set of generic activities and interventions
c. A set of arbitrary rules or restrictions, unrelated to the safety and well-being of each YoungWalker

I have read, understood, and agree to comply with the Anasazi Mission Statement and its 10 Guiding Principles.

Signature of Applicant / Date

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