

Summer Staff Reference Form - Camp Winchester

Applicant completes this section:

Indicate which referent is completing this form (no family/relatives please):

- ☐ Work Relation _____
- ☐ Personal _____
- ☐ Camp/ Ministry Director _____
- ☐ Pastor/Spiritual leader _____

Full name of applicant _____

Applicant's Email address _____

Position(s) applied for _____

Reference completes this section:

It is our desire to hire a staff which is trustworthy and of value in caring for the most precious of people, children. Evaluate the applicant as you have seen him/her live and perform in the routine of daily living. Your feedback is appreciated tremendously. Your responses will be kept confidential. Please answer as honestly and objectively as possible and return reference to me via mail (address below) immediately.

Full name of reference _____ Position: _____

Address _____

Email Address: _____ Phone: _____

How long have you known the applicant? _____

In what capacity? _____

Are you a relative of the applicant? _____

A. Please check your perception of the applicant.

1. Responsibility

- ☐ Excellent-diligently follows through on tasks
- ☐ Good-follows through on tasks
- ☐ Average-usually follows through on tasks
- ☐ Poor-follows through on tasks when convenient

2. Initiative

- ☐ Excellent-will look for things to do
- ☐ Good-will do things that need to be done
- ☐ Average-works enough to get by
- ☐ Poor-lazy

3. Industry

- ☐ Excellent-puts forth the extra for excellence
- ☐ Good-will put in a fair day's work
- ☐ Average-works enough to get by
- ☐ Poor-lazy

4. Leadership

- ☐ Excellent-a leader of leaders
- ☐ Good-contributes positively
- ☐ Average-usually well-balanced
- ☐ Poor-passive, indifferent
- ☐ Negatively influential

5. Emotional

- ☐ Excellent-exceptionally stable and consistent
- ☐ Good-well balanced in most situations
- ☐ Average-usually well balanced
- ☐ Poor: ☐ excitable or ☐ unresponsive

6. Judgment

- ☐ Excellent-consistently makes wise decisions
- ☐ Good-makes good decisions in most situations
- ☐ Average-usually purposeful
- ☐ Poor-purposeless

7. Motivation

- ☐ Excellent-highly self motivated
- ☐ Good-effectively motivated
- ☐ Average-usually purposeful
- ☐ Poor-purposeless

8. Cooperation

- ☐ Excellent-deeply sensitive to others, to all
- ☐ Good-generally concerned for others
- ☐ Average-cooperates when it is convenient
- ☐ Poor-difficult to work with

9. Integrity

- ☐ Excellent-consistently trustworthy
- ☐ Good-generally honest and true
- ☐ Average-honest, but may stretch the truth
- ☐ Poor-questionable at times

10. Communication

- ☐ Excellent- clearly communicates to all groups
- ☐ Good-gets the point across to most groups
- ☐ Average-gets the thought across
- ☐ Poor-difficulty in articulating thoughts

11. Personableness

- ☐ Excellent-sharp first impression
- ☐ Average-gives an average first impression
- ☐ Good-well groomed, good first impression
- ☐ Poor-neglects detail, sloppy

12. Sociability - Mark all which apply to the applicant

- | | | |
|---|--|--|
| <input type="checkbox"/> Gregarious, known by all | <input type="checkbox"/> Confident, self-assured | <input type="checkbox"/> Reflective, contemplative |
| <input type="checkbox"/> Steady, consistent | <input type="checkbox"/> Brash, arrogant | <input type="checkbox"/> Flexible |
| <input type="checkbox"/> Analytical | <input type="checkbox"/> Blunt, up front | <input type="checkbox"/> Devoted, loyal |
| <input type="checkbox"/> Amiable, friendly | <input type="checkbox"/> Hard to read | <input type="checkbox"/> Entertaining |
| <input type="checkbox"/> Withdrawn, a loner | <input type="checkbox"/> Self-conscious | <input type="checkbox"/> Timid, shy |

B. Please answer the following questions. Feel free to use the back of the page if you need more space.

What do you consider special about the applicant? _____

How would you describe the applicant's Christian commitment? _____

What one challenge would you give the applicant for their personal growth? _____

Would you want *your child* in the applicant's care as a counselor or leader? ____ Yes ____ No Why or why not?

I would ☐ Highly recommend ☐ Recommend
☐ Recommend with reservations ☐ Not recommend the applicant for position identified.
☐ I prefer to discuss this via phone. The best time to reach me is: _____

Your signature: _____ Phone: (_____) _____ - _____

Please print and fill out the document in its entirety and mail directly to:
Abby Seale / 493 Pin Oak Creek Ln / La Grange, TX 78945

Thank you!

Abby Seale
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