



## REFERENCE FORM – continued

Please place a check in each box that describes the applicant. You may check more than one box if necessary.  
Leave blank if you cannot answer.

### PERSONAL RELATIONSHIPS

1. Peer relationships  
 Generally avoided  
 Slow to make friends  
 Makes friends easily  
 Very popular
2. Family relationships  
 Healthy and supportive  
 Healthy but not supportive  
 Dysfunctional but supportive  
 Dysfunctional and not supportive
3. Social relationships  
 Avoids social relationships  
 Awkward in social situations  
 Average  
 Well mannered  
 Socially adept
4. Relationships with opposite sex  
 Insensitive/Insecure  
 Sensitive/Considerate but awkward  
 Feels at ease  
 Relates well
5. Interpersonal relationships  
 Loner  
 Reserved  
 Average  
 Outgoing, friendly  
 Overbearing

### EMOTIONAL MATURITY

6. Response to stress/pressure  
 Withdraws socially or emotionally  
 Becomes overly critical of others  
 Dominates situation or people  
 Adapts slowly  
 Copes well
7. Self-Assurance  
 Insecure  
 Needs encouragement  
 Average  
 Confident  
 Egotistical

### SPIRITUAL MATURITY

8. Application of Bible knowledge  
 Little  
 Average  
 Much
9. Level of spiritual maturity  
 Demonstrates spiritual immaturity; hypocritical  
 Up and down; inconsistent spiritual experience  
 Growing; showing signs of maturity  
 Maturing Christian; fairly consistent  
 Mature and consistent

### WORKING WITH OTHERS

10. Ability to work with supervisors  
 Rebellious spirit; likes to do his or her own thing  
 Cooperative in most situations  
 Independent worker; able to take directions  
 Dependent; needs to be closely guided
11. Working relationships  
 Has problems relating to fellow workers  
 Sometimes has difficulty interacting with others  
 Has average ability to work with others  
 Works well with others
12. Supervisory needs  
 Needs excessive supervision  
 Needs accountability and encouragement to accomplish tasks/goals  
 Does well with regular, routine supervision  
 Needs little close supervision, only direction
13. Ministry setting  
 Would work best alone  
 Would work best on a team  
 Could serve successfully alone or on a team
14. Communication skills  
 Unable to communicate clearly  
 Average in ability to communicate  
 Clear, confident in communicating

### LEADERSHIP

15. On a team of two to four students, his person would likely be:  
 A low-initiative follower  
 A self-starting team member  
 A supportive team member  
 The leader
16. When conflict arises, this person generally responds with:  
 Defensive/Critical attitude  
 Withdrawal/Avoidance  
 Lack of cooperation  
 Confrontation  
 Openness to resolving conflict  
 Peacemaking
17. The applicant demonstrates these characteristics:  
 Genuine commitment to Christ  
 Willingness to work hard  
 Desire to learn new things  
 Positive, Christian attitude  
 Ability to be flexible, adaptable  
 Interest in Christian service and spiritual growth  
 Ability to relate to most people
18. Applicant's involvement in a local church:  
 Not actively involved  
 Somewhat involved; participates occasionally  
 Involved; participates regularly  
 Very involved; participates frequently

### OVERALL RECOMMENDATION

- 
- Leader with major responsibilities; able to work alone or with a team.
- 
- 
- Leader with some responsibilities; should have a partner
- 
- 
- Good team member; a good follower
- 
- 
- Marginal acceptance; have some reservations
- 
- 
- Not recommended

**REFERENCE FORM – continued**

Please share with us the following information about the applicant:

Two strengths:

Two weaknesses:

---

---

If you were going on a volunteer missions project, would you want this person on your team? \_\_\_\_ Yes \_\_\_\_ No

If you have any information that you prefer to share by telephone, please give us a number where you can be reached during the day.

I would like you to call me \_\_\_\_ No \_\_\_\_ Yes (\_\_\_\_) \_\_\_\_\_  
Phone Number

Additional Comments: Please attach a sheet with any additional comments.

---

---

---

---

---

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

