



REFERENCE FORM

Reference Name: _____
 Address: _____ City: _____ Province: _____
 Postal Code: _____ Daytime Ph#: _____ Evening Ph#: _____

_____ is an applicant for work with Cypress Hills Bible Camp. Your name has been given as reference. We appreciate straight forward answers to the following questions and your frank opinion of the applicant. We are relying on you to state, to the best of your knowledge, if you believe the applicant is qualified to serve the Lord under the auspices of our Mission. Your early response will enable us to let the applicant know our decision at an early date. Your reply will be kept strictly confidential. It is in the interest of both the applicant and the Mission that an honest appraisal be given.

1. How long have you known the applicant? _____
2. What is your relationship to applicant? _____
3. Does this person display sound Christian morals? _____ Have you ever had occasion to question the applicant's morals? no yes (if yes please explain): _____
4. Do they have a consistent Christian testimony and influence: in the church? _____ In their community? _____
5. Would they be loyal and keep a confidence? _____
6. How does the applicant respond to authority? _____
7. Have you observed any physical weaknesses or emotional problem that would hinder the applicants' involvement in an intensive camping program? _____
8. Please list any skills, talents, personality, and character strengths you have observed:

9. Please list any personality or character weaknesses you have observed:

10. Describe applicant's work ethic:

11. Do you recommend that we accept this applicant? ___yes ___with reservation ___unsure ___no
 If other than yes, please give a brief statement regarding your recommendation:

Please promptly mail this form to **Cypress Hills Camp, Box 786, Maple Creek, SK. SoN 1No**. Remember that we are unable to accept any staff member until we receive their completed reference forms!
Please do not return this form to the Applicant.

Applicant's Name: _____ Reference's Name: _____

Please indicate your perception of the Applicant for each characteristic listed below. If you have no basis for judgment on a certain characteristic, please put N/A.

- Responsibility ___ Excellent – follows through on assigned tasks and goes the extra mile
 ___ Good – follows through on assigned tasks with diligence
 ___ Average – usually finishes assigned tasks
 ___ Poor – follows through on assigned tasks if convenient
- Work Habits ___ Excellent – takes pride in a job well done, smiles even during unpleasant jobs
 ___ Good – hard working, dependable, punctual
 ___ Average – completes most assignments, follows instructions
 ___ Poor – often late, procrastinates, does just enough to get by
- Respect for Authority ___ Excellent – careful to maintain authority of leadership
 ___ Good – respectfully follows chain of command
 ___ Average – positive response to direction
 ___ Poor – contemptuous, non-responsive, has a better way
- Initiative ___ Excellent – highly self-motivated, will look for things to do
 ___ Good – will do things that need to be done
 ___ Average – will do the obvious
 ___ Poor – needs to be told what to do
- Leadership ___ Excellent – leader of leaders, pacesetter
 ___ Good – consistent, positive, influential
 ___ Average – contributes positively
 ___ Poor – passive, indifferent, or negatively influential
- Judgement ___ Excellent – consistently makes wise decisions
 ___ Good – makes wise decisions
 ___ Average – makes good decisions in optimal situations
 ___ Poor – ___ hasty; ___ indecisive; ___ easily swayed
- Concern for Others ___ Excellent – deeply sensitive to all others; puts others before self
 ___ Good – sensitive to others, usually looks out for others first
 ___ Average – general concern for most others
 ___ Poor – concern only for friends, lacks interest for others
- Personal Integrity ___ Excellent – extremely high values and consistently trustworthy
 ___ Good – high values and very trustworthy
 ___ Average – generally honest but may stretch the truth
 ___ Poor – questionable or lacking at times
- Team Spirit ___ Excellent – always considerate, thoughtful, cooperative, a peacemaker
 ___ Good – approachable, team builder, responds well to correction
 ___ Average – usually cooperative, supportive, maintains team
 ___ Poor – causes friction, impatient, works best alone
- Social Skills ___ Excellent – respects and honors others, rich and growing relationships, includes outsiders
 ___ Good – healthy friendships, relates well to others, makes new friends easily
 ___ Average – some good friends, can relate positively with others
 ___ Poor – few friends, lack of respect for others, awkward
- Spiritual Maturity ___ Excellent – an inspiration to others, actively involved in church
 ___ Good – studies Bible and applies it, enjoys sharing faith
 ___ Average – up and down, finds it difficult to share testimony
 ___ Poor – weak testimony, lacks enthusiasm for godly personality

Applicant's Name: _____ Reference's Name: _____

Please check only those that apply to the Applicant. Please include negative characteristics – none of us are perfect! The point of this is to help us get an accurate picture of the Applicant.

- | | |
|---|---|
| <input type="checkbox"/> Abrasive | <input type="checkbox"/> Hospitable |
| <input type="checkbox"/> Adventurousome | <input type="checkbox"/> Hard-working |
| <input type="checkbox"/> Amiable | <input type="checkbox"/> Helpful, Generous |
| <input type="checkbox"/> Analytical | <input type="checkbox"/> Independent |
| <input type="checkbox"/> Angry, Bitter | <input type="checkbox"/> Industrious |
| <input type="checkbox"/> Arrogant, Vain | <input type="checkbox"/> Initiator |
| <input type="checkbox"/> Assertive | <input type="checkbox"/> Joyful |
| <input type="checkbox"/> Blunt | <input type="checkbox"/> Kind, Courteous |
| <input type="checkbox"/> Confident | <input type="checkbox"/> Lazy, Slothful |
| <input type="checkbox"/> Creative | <input type="checkbox"/> Manipulative |
| <input type="checkbox"/> Critical | <input type="checkbox"/> Controlling |
| <input type="checkbox"/> Dedicated, Loyal | <input type="checkbox"/> Motivated |
| <input type="checkbox"/> Dependable | <input type="checkbox"/> Musical |
| <input type="checkbox"/> Diligent | <input type="checkbox"/> Open Minded |
| <input type="checkbox"/> Discerning | <input type="checkbox"/> Optimistic |
| <input type="checkbox"/> Disciplined | <input type="checkbox"/> Organized |
| <input type="checkbox"/> Disruptive | <input type="checkbox"/> Perfectionist |
| <input type="checkbox"/> Easily offended | <input type="checkbox"/> Poor Communicator |
| <input type="checkbox"/> Encouraging | <input type="checkbox"/> Resourceful |
| <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Risk Taker |
| <input type="checkbox"/> Expressive | <input type="checkbox"/> Self- assured |
| <input type="checkbox"/> Extrovert | <input type="checkbox"/> Self-Centered |
| <input type="checkbox"/> Focused | <input type="checkbox"/> Servant-hearted |
| <input type="checkbox"/> Forgiving | <input type="checkbox"/> Stubborn |
| <input type="checkbox"/> Friendly | <input type="checkbox"/> Tactful, Sensitive |
| <input type="checkbox"/> Fun, Playful | <input type="checkbox"/> Teachable |
| <input type="checkbox"/> Gentle | <input type="checkbox"/> Tolerant, Patient |
| <input type="checkbox"/> Gossip | <input type="checkbox"/> Trustworthy |
| <input type="checkbox"/> Gracious | <input type="checkbox"/> Withdrawn, Loner |
| <input type="checkbox"/> Gregarious | <input type="checkbox"/> Zealous |
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If you have further information which you feel could be helpful, please use this space or call Len at(306)661-7299.