



Staff Reference Form

Note: Relatives do not count as a reference. You are required to submit three (3) references to Camp Peniel before an interview will be considered. Please attempt to acquire a reference from a peer, from an adult influence, and from a Christian leader.

Reference Name: _____

Applicant Name: _____

Reference Email: _____

Reference Phone Number: _____

How well do you know the applicant and in what capacity? _____

Does the applicant give a definite witness to Christian conversion? _____

What has been the applicant's record as a student / church member / employee? _____

If you had a child at camp, would you wish the applicant to work with them? _____

Does the applicant display any of the following tendencies (please circle all that apply)?

Needs Excessive "Time Off"

Quick Tempered

Difficulty Communicating

Overly Emotional

Dislikes Children

Impulsive

Judgemental/Harsh

Poor Hygiene

Insubordinate

Requires Close
Supervision

Lazy

Poor Listener

Dishonest

Stubborn

Racist Tendencies

Applicant Seems Free of
All Such Tendencies

Camp Peniel

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Please rate the applicant in the following areas. Make a rating from “poor” to “exceptional” by circling your selection. Examples of what each rating could mean are given; however, do not feel limited by the examples given. If N/A is chosen, please note at the end why you selected that.

Physical Condition:

| | | | | | |
|---------------------------------------|----------------------------|--------------------|----------------------------------|-------------------|----|
| Exceptional Rugged and Vigorous | Above Average Resilient | Average Healthy | Below Average Lacking Stamina | Poor Unhealthy | NA |
|---------------------------------------|----------------------------|--------------------|----------------------------------|-------------------|----|

Intelligence:

| | | | | | |
|----------------------------------|---------------------------------|--|----------------------------------|--|----|
| Exceptional Brilliant, Gifted | Above Average Bright, Clever | Average Good Learner and Thinker | Below Average Easily Confused | Poor Struggles with Basic Concepts | NA |
|----------------------------------|---------------------------------|--|----------------------------------|--|----|

Teachability:

| | | | | | |
|---|---------------------------------|-------------------------|--------------------------------|---|----|
| Exceptional Outstanding Among Peers | Above Average Quick to Learn | Average Listens Well | Below Average Poor Listener | Poor Unwilling to Learn, Stubborn | NA |
|---|---------------------------------|-------------------------|--------------------------------|---|----|

Initiative:

| | | | | | |
|----------------------------------|-------------------------------|-----------------------------|---|--------------------------------|----|
| Exceptional Anticipates Needs | Above Average Self-Starter | Average Quick to Join In | Below Average Reluctant but Willing | Poor Unwilling or Unable | NA |
|----------------------------------|-------------------------------|-----------------------------|---|--------------------------------|----|

Attitude Toward Fellow Employees:

| | | | | | |
|---|---|---------------------------------------|---------------------------------------|--|----|
| Exceptional Brings Out the Best in a Team | Above Average Works Well in a Group | Average Cooperative and Helpful | Below Average Uncomfortably Shy | Poor History of anger or Poor Social Skills | NA |
|---|---|---------------------------------------|---------------------------------------|--|----|

Leadership:

| | | | | | |
|---|---|---|---|---|----|
| Exceptional Naturally Gifted Leader, Inspirational | Above Average Encouragement to Others for Success | Average Developing Leadership Skills, Clear Potential | Below Average Insecure, Tendency to Blame Others | Poor Group Experience Suffers with Applicant's Presence | NA |
|---|---|---|---|---|----|



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Willingness to Serve:

| | | | | | |
|---|--------------------------------|----------------------------------|--|-------------------------------------|----|
| Exceptional Devoted to Serving Others | Above Average Happy to Help | Average Willing When Asked | Below Average Helps Out of Necessity | Poor Inconvenienced by Others | NA |
|---|--------------------------------|----------------------------------|--|-------------------------------------|----|

Attitude Towards Work:

| | | | | | |
|---|---------------------------------|---|---|--|----|
| Exceptional Uniquely Enthusiastic | Above Average Keen and Eager | Average Good work Ethic, Sees Work Through | Below Average Doesn't Complete Work | Poor Won't Start, Resents Effort | NA |
|---|---------------------------------|---|---|--|----|

Emotional Stability:

| | | | | | |
|---|------------------------------------|--|---|--|----|
| Exceptional Calming Presence in the Face of Difficulty | Above Average Maintains Balance | Average Keeps Calm Within Limits | Below Average Struggles with Balance at Times | Poor Unpredictable or Unreliable | NA |
|---|------------------------------------|--|---|--|----|

Christian Experience:

| | | | | | |
|--|--------------------------------|--------------------|--|--|----|
| Exceptional Uniquely Keen to Christian Faith | Above Average Rich, Growing | Average Genuine | Below Average Fickle but Growing | Poor No Evidence of Positive Faith Experience | NA |
|--|--------------------------------|--------------------|--|--|----|

If there are any points you would like to elaborate on, please feel free to do so here: _____

Do you recommend the applicant (circle one)?

| | | | | |
|--|--|--|----------------------|--|
| Yes, I Recommend the Applicant Without Reservations | Yes, I Recommend the Applicant with Reservations | No, I do not Recommend the Applicant | Please Contact Me | I do not Feel Qualified to Make a Recommendation |
|--|--|--|----------------------|--|