



# 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.*

Applicant Name: \_\_\_\_\_

Reference 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)?

Overly Emotional	Quick Tempered	Difficulty Communicating	Poor Hygiene	Lazy
Judgemental/Harsh	Dislikes Children	Requires Close Supervision	Insubordinate	Stubborn
Racist Tendencies	Poor Listener	Needs Excessive "Time Off"	Dishonest	Impulsive

Applicant Seems Free of All Such Tendencies

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.

	EXCEPTIONAL	ABOVE AVERAGE	AVERAGE	BELOW AVERAGE	POOR	N / A
Physical Condition	Rugged & Vigorous	Resilient	Healthy	Lacking Stamina	Unhealthy	
Intelligence	Brilliant, Gifted	Bright & Clever	Good Learner & Thinker	Easily Confused	Struggles With Basic Concepts	
Teachability	Outstanding Among Peers	Quick To Learn	Listens Well	Poor Listener	Stubborn, Unwilling To Learn	
Initiative	Exceptional	Self Starter	Quick to Join In	Reluctant But Willing	Willing Or Unable	
Attitude Towards Fellow Employees	Brings Out The Best In A Team	Works Well In A Group	Cooperative and Helpful	Uncomfortably Shy	History of Anger or Poor Social Skills	
Leadership	Naturally Gifted Leader, Inspirational	Encouragement To Others For Success	Developing Leadership Skills, Clear Potential	Insecure Tendency To Blame Others	Group Experience Suffers With Applicant's Presence	
Willingness To Serve	Devoted To Serving Others	Happy To Help	Willing When Asked	Helps Out Of Necessity	inconvenienced By Others	
Attitude Towards Work	Uniquely Enthusiastic	Keen And Eager	Good Work Ethic, Sees Work Through	Doesn't Complete Work	Won't Start, Resents Effort	
Emotional Stability	Calming Presence In the Face Of Difficulty	Maintains Balance	Keeps Calm Within Limits	Struggles With Balance At Times	Unpredictable Or Unreliable	
Christian Experience	Uniquely Keen To Christian Faith	Rich, Growing	Genuine	Fickle But Growing	No Evidence Of Positive Faith Experience	

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

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Do you recommend the applicant (circle one)?

Yes, without reservations	Yes, with reservations	No, I do not recommend the applicant	Please contact me for a more private discussion	I do not feel qualified to make recommendations
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