

# San Juan Bible Camp Staff Reference Form

(Name of applicant) \_\_\_\_\_ has given your name as a reference in an application to be part of the summer staff at San Juan Bible Camp. We appreciate your honest estimate of this applicant's personality and character traits. Your comments will be kept completely confidential. Please complete this form, fold, seal and mail it. **Please** keep in mind that the applicant's application is not complete without this form. Thank you for your assistance to us and to the applicant in this matter.

How long have you known the applicant? \_\_\_\_\_ years \_\_\_\_\_ months

In what relationship? \_\_\_\_\_ Teacher \_\_\_\_\_ Pastor \_\_\_\_\_ Friend \_\_\_\_\_ Employer \_\_\_\_\_ Other \_\_\_\_\_

Please **mark or circle** all that apply.

(a) Spiritual condition

- No evidence of salvation -  Professes faith in Christ  
 Growth is evident -  Disciple-maker

(b) Physical condition

- Frequently incapacitated -  Somewhat below par  
 Fairly healthy -  Good health -  Rugged and vigorous

(c) Intelligence

- Learns and thinks slowly -  Average mental ability  
 Alert, has a good mind -  Brilliant, exceptional capacity

(d) Achievement

- (ability to formulate, execute, and carry plans to conclusion)  
 Does only what is assigned -  Starts but does not finish  
 Meets average expectations -  Resourceful and effective  
 Superior creative ability

(e) Leadership

- (ability to inspire others and maintain their confidence)  
 Makes no effort to lead -  Tries but lacks ability  
 Has some leadership promise -  Unusual ability to lead

(f) Teamwork

- (ability to work with others)  
 Frequently causes friction -  Prefers to work alone  
 Usually cooperative -  Most effective in teamwork  
 Able to work with those of different personality or temperament

(g) Responsiveness

- (to the feelings and needs of others)  
 Slow to sense how others feel -  Reasonably responsive  
 Understanding and thoughtful  
 Responds with unusual insight

(h) Emotional adjustment

- Yields to urges and cravings -  Tense, fearful, worried  
 Easily angered, easily frustrated  
 Downhearted, blue, depressed  
 Maintains balance, self-controlled

(i) Teachability

- Rigid, argumentative -  Highly opinionated  
 Open-minded  
 Willing to receive instruction  
 Eager to receive instruction

(j) Perseverance

- (in completing task)  
 Gives up easily or easily discouraged  
 Needs encouragement to persevere  
 Persists in most circumstances  
 Persists even under adversity

(k) Self image

- Insecure -  Inferiority Complex  
 Self-confident -  May be prone to boast  
 Modest, true estimate of self

(l) Sociability or friendliness

- Avoided by others -  Tolerated by others  
 Liked by others -  Well-liked by others  
 Sought by others

Please comment with any insights/concerns you have regarding this applicant's qualifications in the areas above.

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How is this person gifted for Christian service?

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Do you have any reason to doubt the applicant's personal integrity? \_\_\_No \_\_\_Yes If so, please specify.

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Listed below are some of the tendencies which, if present, may reduce the effectiveness of the applicant. **Circle** any characteristics or traits which you have noted in the applicant:

- |  |   |  |                      |
|--|---|--|----------------------|
| Impatient  | Intolerant                                      | "Cocky"  | Easily embarrassed   |
| Impersonal   | Tense   | Critical of others   | Easily offended      |
| Domineering  | Argumentative                                   | Self-centered  | Discouraged          |
| Frequently worried                                   | Unteachable                                     | Sullen   | Quick-tempered       |
| Depressed  | Anxious   | Lacking tact   | Irritable            |
| Nervous  | Aloof   | Rude   | Rigid, not adaptable |
| Prejudiced toward groups,<br>races, or nationalities | Lacking in humor or<br>inability to take a joke | Given to exclusive and<br>absorbing friendships<br>(i.e., "crushes") |                      |

What do you believe is the applicant's motivation in applying at San Juan Bible Camp?

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Do you have any reservations in recommending this person? \_\_\_No \_\_\_Yes If "yes" please comment.

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Please Print: Name \_\_\_\_\_ Today's date \_\_\_\_/\_\_\_\_/\_\_\_\_

Your Signature \_\_\_\_\_

Please send this form to:  
Please feel free to contact us about any questions or comments.

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