



CONFIDENTIAL PERSONAL REFERENCE

Applicant's Name: _____

Position applied for: _____

City, Province/State: _____

Date: _____

Referenc Name (printed) _____

We are striving to keep the standards of our work and workers high, accepting only those with a good Christian testimony and a desire to serve the Lord. Please answer frankly and to the best of your knowledge. All information will be kept confidential. Thank you for your time.

1. What is your relationship to the applicant and how well do you know them?
2. Give information concerning their home and family background that pertains to suitability for service.
3. Describe their family relationships (parents, spouse, and/or children).
4. Are they respected in the community in which they live? _____
5. Is there any indication that their decision to enter this service has been significantly influenced by a desire to escape personal, family, or vocational situations?
6. Do they give evidence of genuine conversion? _____
7. Do they uphold the standards of New Testament Christian living? _____
Conscientiously or out of obligation? _____
8. Would they be an asset to Christian service? _____
9. Do you know of anything that may disqualify them for Christian service?
10. Have they ever used narcotics? _____
11. Have they been involved in the occult? _____
12. Have they been known to use pornography? _____ If so, when was it talked about?

13. Are they able to maintain healthy friendships with those of the same sex.
14. Are they discreet in conduct with the opposite sex?
15. Do you know of any instances in which they or another family member suffered an emotional or mental illness?

16. Would you want your child placed under their care and influence? _____
17. If you were asked to have them as a co-worker, how would you respond?

18. To which age group do you feel they best relate?
 Children Youth Adults
19. For each trait listed below, check one statement which in your judgement best describes them.

Christian experience

Rich and contagious
 Genuine but mild
 Relatively superficial

Dependability

Very trustworthy
 Intends to fulfill responsibilities
 Personal agenda comes first

Willingness to serve

Eagerly serves
 Serves upon request
 Reluctant to serve

Comprehension

Knowledgeable; always learning
 Alert mind; aptitude for learning
 Learns and thinks slowly

Leadership

Easily directs others
 Leads as requested
 Seldom gains support

Emotional stability

Healthy balance and self-control
 Aware of personal emotional needs
 Subject to moodiness

Teamwork

Works well with others
 Learning teamwork
 Causes friction in a team

Physical condition

Excellent health
 Average health and health habits
 Often hindered by poor health

Relational responsiveness

Responds with Godly insight
 Genuinely cares for others
 Slow to sense how others feel

Financial habits

Wise stewardship
 Lives within income
 Spends extravagantly/impulsively

Personality attractiveness

Friendly and pleasant
 Gets along reasonably well
 At times unpleasant

Adaptability

Adjusts well to the unfamiliar
 Adapts with normal ups and downs
 Unable to cope with much change

Social interaction

Very courteous and gracious
 Discovering social role
 Lacking social skills

Doctrine

Has carefully chosen beliefs
 Depends on others for beliefs
 Beliefs are vague and/or questionable

Industriousness

Works diligently and thoroughly
 Completes work with instructions
 Does just enough to get by

Local church

Effective initiator and supporter
 Cooperates with church
 Individual lifestyle and/or ministry

Communication

Communicates clearly and discreetly
Healthy in normal conversation
Unhealthy voice (too loud, too quiet)

Witness

Shares faith naturally
Hesitant to share faith openly
Does not talk about faith

Judgement and common sense

Excellent perception and maturity
Makes good and timely decisions
Too hasty or hesitant

Personal appearance

Preoccupied with looks
Attentive to personal appearance
Careless about appearance

20. Indicate if they are prone to any of these negative behaviours:

- | | | |
|---------------|-------------|-----------|
| Impatient | Depressed | Anxious |
| Intolerant | Embarrassed | Nervous |
| Domineering | Offended | Shallow |
| Sullen | Discouraged | Exclusive |
| Prejudiced | Irritated | Moody |
| Argumentative | Critical | |

Other: _____

21. List what you see as their three greatest strengths and weaknesses.

Strengths

Weaknesses

22. What type of work do you think would best suit them? _____

23. Further comments

This reference has been completed by:

Signature _____

Printed name _____

Phone # _____ Address _____

Please return this form to:

Northern Youth Programs
Attn: Human Resources
Email: personnel@nyp.ca
Fax: 1.807.937.5524

By Mail in US
PO Box 171, International Falls, MN 56649

By Mail in Canada
Site 306 Box 1 RR 3, Dryden, ON P8N 3G2