

# Jenness Park Christian Camp

29005 Hwy 108  
Cold Springs, CA 95335  
(800) 258-7554

## Staff Personal Reference Form for: \_\_\_\_\_

The applicant above has applied for the position of \_\_\_\_\_ on staff at Jenness Park, which requires a great deal of responsibility. He/she must have a willingness to work hard and live and serve in close proximity to others of widely varying backgrounds. Because of our desire to employ men and women who are growing in Christian maturity, we are asking you for your candid and prompt evaluation based upon your knowledge of the applicant. Leave blank any questions you feel unqualified to answer. Please mail this reference directly to Jenness Park as soon as possible.

1. How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_
2. Is the applicant a Christian? \_\_\_\_\_ For approximately how long? \_\_\_\_\_
3. What evidence is there that the applicant is growing in his/her Christian experience?
4. Does the applicant take an active interest in Christian service? \_\_\_\_\_ If so, what type of service?
5. Does the applicant possess leadership ability?
6. Describe the applicant's ability to form, execute, and follow through on plans.
7. Describe the applicant's emotional temperament.
8. How would you describe the applicant's personality?  
\_\_\_\_\_ Shy and Withdrawn                      \_\_\_\_\_ Quiet                      \_\_\_\_\_ Outgoing  
\_\_\_\_\_ Reserved                      \_\_\_\_\_ Friendly                      \_\_\_\_\_ Extrovert
9. How does the applicant respond to authority?
10. This position calls for the applicant to live in camp housing on the camp property. Are there any tendencies or traits of the applicant, or the applicant's family life (if married), which you feel might reduce the effectiveness of the applicant in a camping situation? \_\_\_\_\_ Explain:
11. Do you feel the applicant would contribute to the camping ministry in a positive way? \_\_\_\_\_ Explain:
12. Our full-time staff works directly with summer staff, as well as part-time and volunteer workers. Would you want your own child or teenager placed under the direct charge and/or influence of this individual?

Please place an "X" next to those items which in your judgment describe or wholly apply to this person. It is not necessary to check any given number of items. You may be able to check ten or more items or have difficulty in finding four or five that are completely pertinent.

- |  |   |
|--|---|
| <input type="checkbox"/> Good personal appearance                                      | <input type="checkbox"/> Lacks vigor  |
| <input type="checkbox"/> Sometimes careless of grooming                                | <input type="checkbox"/> Practically always uses good judgment  |
| <input type="checkbox"/> Sometimes makes poor impression on first contact              | <input type="checkbox"/> At times does <u>not</u> use good judgment                                       |
| <input type="checkbox"/> Has a pleasing manner   | <input type="checkbox"/> <u>Not</u> always reliable and dependable  |
| <input type="checkbox"/> Is reserved and distant in manner                             | <input type="checkbox"/> May <u>not</u> be able to fill this position in a completely satisfactory manner |
| <input type="checkbox"/> Is at times undiplomatic                                      | <input type="checkbox"/> Accepts responsibility   |
| <input type="checkbox"/> Is tactful  | <input type="checkbox"/> May <u>not</u> possess sufficient initiative for this position                   |
| <input type="checkbox"/> Highly cooperative in staff and public contacts               | <input type="checkbox"/> Tends to resist suggestions and ideas of others                                  |
| <input type="checkbox"/> Lacks self confidence   | <input type="checkbox"/> Is <u>not</u> a good team worker   |
| <input type="checkbox"/> Likely to be overconfident at times                           | <input type="checkbox"/> Is well liked by subordinates  |
| <input type="checkbox"/> May lack sufficient poise to deal effectively with the public | <input type="checkbox"/> Has outstanding leadership ability   |
| <input type="checkbox"/> Could be more cooperative in public contacts                  | <input type="checkbox"/> Has <u>not</u> been successful as a supervisor                                   |
| <input type="checkbox"/> Sometimes is antagonistic toward others                       | <input type="checkbox"/> Is a willing worker but <u>not</u> a leader                                      |
| <input type="checkbox"/> Gets along well with superiors and co-workers                 | <input type="checkbox"/> Is adept at identifying organizational needs and weaknesses                      |
| <input type="checkbox"/> Exhibits too much self-importance                             | <input type="checkbox"/> May lack sufficient leadership ability to be successful in this position         |
| <input type="checkbox"/> Is too positive in views                                      | <input type="checkbox"/> Stimulates others to progress  |
| <input type="checkbox"/> At times appears to be emotionally immature                   | <input type="checkbox"/> Writes excellent reports   |
| <input type="checkbox"/> Appears to have emotional stability                           | <input type="checkbox"/> Report writing ability is only fair  |
| <input type="checkbox"/> Has a tendency to drink immoderately                          | <input type="checkbox"/> Is a good public speaker   |
| <input type="checkbox"/> Is frequently absent from work                                | <input type="checkbox"/> Needs to improve in self-expression  |
| <input type="checkbox"/> Does <u>not</u> give enough attention to essential details    | <input type="checkbox"/> Professional reputation may <u>not</u> be completely satisfactory                |
| <input type="checkbox"/> Likely to procrastinate                                       | <input type="checkbox"/> May not have sufficient professional training for this position                  |
| <input type="checkbox"/> Grasps new ideas quickly and clearly                          | <input type="checkbox"/> Has excellent professional reputation  |
| <input type="checkbox"/> Works well under pressure                                     | <input type="checkbox"/> Has broad professional knowledge and interest                                    |
| <input type="checkbox"/> Makes quick and logical decisions                             |   |
| <input type="checkbox"/> May <u>not</u> plan work effectively                          |   |

We would appreciate any additional comments that you feel would assist us in our decision.  
Your responses will be held in the strictest confidence. Thank you for your time and assistance!

Signature \_\_\_\_\_ Date \_\_\_\_\_  
Position/Organization \_\_\_\_\_ Telephone Number \_\_\_\_\_