

Luther Heights Bible Camp Reference Questionnaire

To be completed by the Applicant:

Name _____ Position applying for _____

Please sign and date the option of your choice:

I wish to have access to this reference questionnaire: It WILL NOT be confidential.

Signature _____ Date _____

I WAIVE my rights of access to this reference questionnaire: It WILL BE confidential.

Signature _____ Date _____

The person named above has applied for the indicated position(s) on the Luther Heights Staff, and has given your name as a reference. We would appreciate your help in evaluating this person's potential for working in the Luther Heights ministry. Thanks for your sincere and candid appraisal of this person's character and ability.

1. How long, how well and in what capacity have you known the applicant?

In each item below, please check the phrase(s) that most accurately describes the applicant's usual behavior with regard to that trait.

2. Leadership: How does this person direct and influence others in group work?

- Poor leader; incapable of directing or working with others
- Usually follows the lead of others
- Normally successful in directing and leading others
- Exceptional leader; inspires others to desired line of action

3. Cooperation: How well does this person work with others in a group?

- Cooperates grudgingly; makes trouble; obstructs group efforts
- Cooperates somewhat, but tends to chose own interests over common good
- Cooperates actively; helps things run smoothly
- Exceptionally successful in working with others and inspiring confidence

4. Improvement: How does this person react to suggestions/criticisms by others?

- Takes criticisms as a personal insult; resents suggestions
- Listens to suggestions but often acts without considering them
- Follows suggestions willingly when appropriate
- Asks for criticisms and suggestions

5. Responsibility/trustworthiness: How responsible is this person?

- Irresponsible even under supervision
- Usually needs detailed instructions with regular checks
- With close supervision will do satisfactory work
- Carries out routine activity on own responsibility
- Exceptionally able to accomplish work without close supervision

6. Depth of conviction: How does he/she put principles/convictions into action.

- Displays a seriously under-developed system of values
- Holds convictions, but fails to carry them out under adverse conditions
- Acts according to convictions under normal circumstances
- Carries out convictions constantly and boldly, even in the face of obstacles

continued

7. Persistence: How well does this person follow through on tasks?

- Needs much prodding to complete work
- A bit indifferent unless deeply interested; may not finish task
- Completes assigned tasks of own accord
- Industrious, energetic, dependable at all times
- Unusual perseverance; does more than expected

8. Stability: How well does this person control his/her emotions?

- Easily depressed, irritated, or elated
- Tends to over-respond (to stress, good fortune, etc.); over-emotional
- Usually well balanced
- Excellent balance of both responsiveness and self-control
- Tends to be unresponsive; apathetic
- Has difficulty expressing emotions

9. Maturity of judgment: How does this person make decisions?

- Immature; untrustworthy in situations of stress
- About average for his/her age in judgments made
- Above average; can always be counted upon to use good common sense
- Exceptionally mature; decides wisely and prudently, even under stress

10. Suitability as a church camp staff person: Rate this person by circling a number from one to ten:

Poor prospect 1 2 3 4 5 6 7 8 9 10 Truly exceptional

11. Any comments you can make on the following items or others of your own choosing would be appreciated: Other significant strengths, weaknesses; Christian character and commitment; Ability to articulate his/her faith; theological perspective and/or "style."

Signature _____ Print name _____

Mailing address _____

Telephone _____ Date _____

Staff applications cannot be considered complete until references are received.

Please complete reference form and return **by March 1** to:

Eric Olsen
Luther Heights Bible Camp
PO Box 389
Shoshone, ID 83352