

# 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\_\_\_\_\_ Shy and Withdrawn                      \_\_\_\_\_ Quiet                      \_\_\_\_\_ Outgoing  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.

Good personal appearance

Lacks vigor

Sometimes careless of grooming

Practically always uses good judgment

Sometimes makes poor impression on first contact

At times does not use good judgment

Has a pleasing manner

Not always reliable and dependable

Is reserved and distant in manner

May not be able to fill this position in a completely satisfactory manner

Is at times undiplomatic

Accepts responsibility

Is tactful

May not possess sufficient initiative for this position

Highly cooperative in staff and public contacts

Tends to resist suggestions and ideas of others

Lacks self confidence

Is not a good team worker

Likely to be overconfident at times

Is well liked by subordinates

May lack sufficient poise to deal effectively with the public

Has outstanding leadership ability

Could be more cooperative in public contacts

Has not been successful as a supervisor

Sometimes is antagonistic toward others

Is a willing worker but not a leader

Gets along well with superiors and co-workers

Is adept at identifying organizational needs and weaknesses

Exhibits too much self-importance

May lack sufficient leadership ability to be successful in this position

Is too positive in views

Stimulates others to progress

At times appears to be emotionally immature

Writes excellent reports

Appears to have emotional stability

Report writing ability is only fair

Has a tendency to drink immoderately

Is a good public speaker

Is frequently absent from work

Needs to improve in self-expression

Does not give enough attention to essential details

Professional reputation may not be completely satisfactory

Likely to procrastinate

May not have sufficient professional training for this position

Grasps new ideas quickly and clearly

Has excellent professional reputation

Works well under pressure

Has broad professional knowledge and interest

Makes quick and logical decisions

May not 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 \_\_\_\_\_