

## APPLICATION ATTACHMENT - - REFERENCE QUESTIONNAIRE

Please send back to: Camano Chapel, 867 S. West Camano Drive, Camano Island, WA 98282 ATT: Sandy Shook, or email to [sandyshook@camanochapel.org](mailto:sandyshook@camanochapel.org).

APPLICANT NAME: \_\_\_\_\_ REFERENCE NAME: \_\_\_\_\_  
(Circle Reference Provider: Pastor, Teacher/Mentor, Ministry Partner, Other)

1. How long, under what circumstances, and how well have you known the applicant?
2. In each category check the characteristic(s) which to your knowledge best describes the applicant. Add brief comments if you like.

### **PHYSICAL HEALTH**

- ☐ Somewhat below par
- ☐ Fairly healthy
- ☐ Good health

### **PERSONALITY**

- ☐ Avoided by others
- ☐ Tolerated by others
- ☐ Accepted by others
- ☐ Liked by others
- ☐ Sought after by others

### **ACHIEVEMENT**

- ☐ Does only what is assigned
- ☐ Starts but does not finish
- ☐ Meets average expectations
- ☐ Resourceful and effective
- ☐ Superior creative ability

### **TEAMWORK**

- ☐ Frequently causes friction
- ☐ Prefers to work alone
- ☐ Knows how to follow
- ☐ Works well with others
- ☐ Most effective in teamwork

### **KNOWLEDGE OF BIBLE**

- ☐ Quite limited
- ☐ Sketchy
- ☐ Basic, but improving
- ☐ Well established
- ☐ Superior grasp

### **SPRITUAL MATURITY**

- ☐ Has made basic commitment
- ☐ Somewhat rigid beliefs
- ☐ Active and growing faith
- ☐ Exceptional insight and discipline

### **INTELLIGENCE**

- ☐ Learns and thinks slowly
- ☐ Average mental ability
- ☐ Alert, has good mind
- ☐ Intelligent, makes thoughtful analysis
- ☐ Brilliant, exceptional capacity

### **RESPONSIVENESS**

- ☐ Slow to sense how others feel
- ☐ Reasonably responsive
- ☐ Understanding and thoughtful
- ☐ Accurately aware of other people
- ☐ Responds with unusual insight, sensitivity

### **LEADERSHIP**

- ☐ Makes no attempt to lead
- ☐ Tries but lacks ability
- ☐ Has some leadership skills
- ☐ Above average leadership skills
- ☐ Unusual, exceptional leadership

### **EMOTIONAL STABILITY**

- ☐ Somewhat over emotional
- ☐ Inclined to be apathetic
- ☐ Has rapidly shifting moods
- ☐ Usually well balanced

## APPLICATION ATTACHMENT - - REFERENCE (continued)

3. The columns below have a series of positive and negative characteristics. The purpose of this section is to analyze the balance of the applicant's personality and the relative quality of positive and negative factors. For each word in both columns place one of the following numbers that indicates your dominant impression of the applicant in that particular area.

1 – almost always  
2 – usually  
3 – often  
4 – occasionally  
5 – seldom  
6 – never

\_\_\_\_\_ calm  
\_\_\_\_\_ confident  
\_\_\_\_\_ faithful  
\_\_\_\_\_ open-minded  
\_\_\_\_\_ understanding  
\_\_\_\_\_ relaxed  
\_\_\_\_\_ happy  
\_\_\_\_\_ depressed  
\_\_\_\_\_ prejudiced  
\_\_\_\_\_ domineering  
\_\_\_\_\_ offensive  
\_\_\_\_\_ irritated  
\_\_\_\_\_ discouraged

\_\_\_\_\_ cheerful  
\_\_\_\_\_ accepting  
\_\_\_\_\_ self-content  
\_\_\_\_\_ serene  
\_\_\_\_\_ clear thinking  
\_\_\_\_\_ optimistic  
\_\_\_\_\_ impatient  
\_\_\_\_\_ worried  
\_\_\_\_\_ anxious  
\_\_\_\_\_ nervous  
\_\_\_\_\_ intolerant  
\_\_\_\_\_ tense  
\_\_\_\_\_ sullen

4. Give any information you can in regard to the home background of the applicant which may be pertinent to this application.
5. Are there any special circumstances that might relate to this application?
6. Would you hire this person if you had a position in your organization? ☐YES ☐NO  
Reason:

Signed \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Phone (       ) \_\_\_\_\_