

CONFIDENTIAL CHARACTER REFERENCE

Name of Applicant: _____

Position Applied for: _____

CONFIDENTIAL: Do not return to the applicant. Please return to the address below:

**Young Life Greater Clackamas
PO Box 1515 - Clackamas, OR - 97015**

This individual has expressed an interest to work with Young Life, a non-profit Christian organization. Young Life's mission is introducing adolescents to Jesus Christ and helping them grow in their faith. Please help us by candidly giving us your insight into the ministry/administrative potential of the individual above. We appreciate your time.

1. How long and under what circumstances have you known the applicant?

2. What is your perception of the applicant's spiritual maturity?

3. Identify this person's greatest strength(s).

4. In what areas have you observed weaknesses?

5. Have you observed this applicant when engaged in Young Life or other Christian ministry? In what roles? Describe the quality of ministry observed.

6. If a previous employer, would you rehire this applicant? If so, what position? If not, why?

7. In what ways has this applicant demonstrated responsibility and maturity? Please be specific.

8. Are you aware if this applicant has been subjected to disciplinary action, suspended, terminated or asked to leave a job or volunteer position because of engagement in child sexual abuse or neglect, other unlawful sexual behavior or otherwise violated an employer's sexual misconduct or harassment policy? If so, please describe the situation.

9. Do you know if this applicant has ever been convicted of a criminal offense (misdemeanor or felony other than parking violation) in a court of law? If so, please describe the nature of the offense.

Personal Evaluation

Please check the number that best describes your perception of the applicant.

Spiritual Maturity

Evaluate the applicants Christian faith experience

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Immature			Average			Growing			Unusual	

Church Involvement

Evaluate the applicants relationship w/ the local church

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Infrequent		Frequent			Active			Deeply Involved		

Social Acceptance

How does the applicant's personality affect others?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Tolerated		Accepted			Well-Liked			Sought After		

Social Awareness

How responsive is the applicant to the feelings of others?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Slow to Respond			Fairly Responsive			Thoughtful			Unusual Insight	

Emotional Stability

Consider how the applicant reacts in stress situations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Unstable		Fairly Well Balanced				Well Balanced			Unusually Well Balanced	

Poise

What is the applicants public demeanor?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Lacks Confidence			Little Confidence			Moderate Confidence			Self Confident	

Leadership

Evaluate the applicants leadership abilities

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Never Leads			Fair			Average			Exceptional	

Responsibility

How well is the applicant able to assume responsibility?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Unable		Fairly Responsible			Takes some initiative			Very responsible		

Cooperation

The applicants ability to lead by serving others.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Unwilling			Indifferent			Usually Willing			Outstanding	

Teamwork

The applicants ability to function in a team relationship.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Has Difficulty			Works Fairly			Works Well			Works exceptionally well	

Communication

The applicants ability to present thoughts.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not Able to Communicate					Occasionally misunderstood			Usually Clear		Superior Communication

Social Concern

The applicants concern for the special needs of the world.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Indifferent			Aware of needs			Occasionally Involved			Deeply Involved	

Potential for Ministry

How does applicant compare in potential for ministry with others you have observed.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Lower 50%			Upper 50%			Upper 25%			Upper 10%	

I recommend this person for Young Life:

I do not recommend acceptance With reservation With some confidence With enthusiasm

Other Comments:

Name: _____ Date: _____

Address: _____ ST _____ Zip _____

Company: _____ Position: _____

Email: _____ Phone: _____