



# Volunteer Reference

valuation of this applicant is **confidential**. Please be as honest and objective  
 ible in your evaluation of the applicant. Thank you for your time!  
 mily references that have known applicant for at least 1 year.  
 email your completed reference form directly to Morgan Worch at  
[volunteoremmanuel@gmail.com](mailto:volunteoremmanuel@gmail.com) Please don't leave anything blank.

<b>Applicant's Name:</b>	<b>Today's Date:</b>
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<b>How long have you known the applicant?</b>			
	Years		Months

<b>In what capacity have you known the applicant?</b> <i>Please list position dates and responsibilities that applicant has worked under you or your relationship with applicant</i>

<b>Character</b> <i>Please list defining characteristics of this person. How do these contribute to or limit their effectiveness? (ex: Communication, integrity, enthusiasm, ability to multitask)</i>		
Assets: 1. 2. 3.	Contribute or limit effectiveness how: 1. 2. 3.	
Challenges: 1. 2. 3.	Contribute or limit effectiveness how: 1. 2. 3.	
Emotional Temperament: ____ 1. Over responds emotionally 2. Tends to be moody 3. Balanced and Controlled 4. Sometimes well balanced	Personality: ____ 1. Shy & Withdrawn 2. Friendly 3. Reserved 4. Outgoing 5. Quiet 6. Extraverted	Leadership Ability: ____ 1. Prefers to follow 2. Good ability 3. Makes some effort to lead 4. Exceptional ability
Social Interaction: ____ 1. Avoided by others 2. Well liked 3. Tolerated by others 4. Sought out by others	Conversation in workplace and social interactions typically is: ____ 1. Natural 2. Congenial 3. Awkward 4. Verbose (Wordy)	Please rate 1-5 (5 best, 1 least) Attitude towards authority: Adaptability: Dependability: Quality of work:

<b>How would you challenge them to change or improve?</b> <i>(relationships, communication, etc)</i>
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**If accepted as a volunteer, this applicant:**

- Will be working as a volunteer in a third-world country away from family and friends and amongst people of different cultures
- May be asked to assist in tasks for which they feel unqualified or in areas outside their “comfort zone”
- Will be expected to be respectful of the orphanage staff and the other volunteers, and if conflict should arise they would be expected to address it in a peaceful and loving manner
- Will be serving in a non-denominational Christian orphanage that places heavy emphasis on Biblical instruction

**Considering this, are you totally comfortable recommending this applicant? (Yes/No):**

If not, please explain:

We welcome any additional comments or information:

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Your Name:	Your Phone:
Your Address:	Email: