

**Volunteer Reference**

*Your evaluation of this applicant is* ***confidential****. Please be as honest and objective as possible in your evaluation of the applicant. Thank you for your time!*

*Non-family references that have known applicant for at least 1 year.*

*Please* ***email*** *your completed reference form directly to Danielle Sanchez at* *volunteeremmanuel@gmail.com****Please don´t leave anything blank****.*

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| **Applicant’s Name:**  | **Today’s Date:**  |

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| **How long have you known the applicant?** |
|  | Years |  | Months |

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| **In what capacity have you known the applicant?** *Please list position dates and responsibilities that applicant has worked under you or your relationship with applicant* |
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| **Character**  *Please list defining characteristics of this person. How do these contribute to or limit their effectiveness? (ex: Communication, integrity, enthusiasm, ability to multitask)* |
| Assets:1. 2. 3.  | Contribute or limit effectiveness how:1. 2. 3. |
| Challenges: 1.2.3. | Contribute or limit effectiveness how:1.2.3. |
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| 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 Shy & Withdrawn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
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| 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: |

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| **How would you challenge them to change or improve?**  *(relationships, communication, etc)* |
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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: |

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| We welcome any additional comments or information: |

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| Your Name:  | Your Phone:  |
| Your Address:  | Email: |