

**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*](mailto: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 Shy & Withdrawn 2.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 |
| 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: | |