



**CAMP ARROWHEAD**  
**THE EPISCOPAL DIOCESE OF DELAWARE**  
Staff Reference

NAME OF APPLICANT: \_\_\_\_\_

THIS PERSON HAS APPLIED FOR THE POSITION OF: \_\_\_\_\_

PLEASE ANSWER THE FOLLOWING QUESTIONS AS COMPLETELY AS YOUR KNOWLEDGE PERMITS. WE RECOGNIZE THAT NO INDIVIDUALS ARE PERFECT, THEREFORE, WE WOULD APPRECIATE YOUR BEING FRANK. IT WOULD HELP US TO MATCH PEOPLE WITH JOBS IN WHICH THEY CAN SUCCEED.

HOW LONG HAVE YOU KNOWN THIS APPLICANT? \_\_\_\_\_  
IN WHAT CAPACITY HAVE YOU KNOWN APPLICANT?

\_\_\_\_\_

IF YOU HAVE EMPLOYED THE APPLICANT WOULD YOU RE-EMPLOY? WHY OR WHY NOT?

\_\_\_\_\_

\_\_\_\_\_

DOES THE APPLICANT HAVE ANY PHYSICAL DIFFICULTIES OR PERSONALITY TRAITS OF WHICH A DIRECTOR SHOULD BE AWARE?

\_\_\_\_\_

\_\_\_\_\_

DO YOU FEEL THE APPLICANT HAS ANY WEAKNESSES IN HIS OR HER ABILITY TO PERFORM IN THIS POSITION?

\_\_\_\_\_

\_\_\_\_\_

WHAT DO YOU FEEL ARE THE APPLICANT'S STRONGEST QUALIFICATIONS FOR THIS POSITION?

\_\_\_\_\_

\_\_\_\_\_

IF THIS INDIVIDUAL IS APPLYING FOR A COUNSELOR'S POSITION, WOULD YOU ENTRUST THE CARE OF YOUR CHILD TO THIS PERSON FOR AN EXTENDED PERIOD OF TIME IN A CONTROLLED CAMPING SITUATION?

\_\_\_\_\_

\_\_\_\_\_

**EXEL   GOOD   AVG   POOR**

APPARENT LEVEL OF AMBITION (INTERNAL MOTIVATION)

\_\_\_\_\_

ENTHUSIASM (CHEERFUL, OPTIMISTIC ATTITUDE)

\_\_\_\_\_

LEADERSHIP ABILITY (INSPIRES CONFIDENCE)

\_\_\_\_\_

FRIENDLY MANNER WITH PEOPLE (TOLERANT OF OTHERS)

\_\_\_\_\_

DEGREE OF TACT IN WORKING WITH OTHERS

\_\_\_\_\_

ABILITY TO THINK CLEARLY \_ REACH SOUND CONCLUSIONS

\_\_\_\_\_

EFFECTIVENESS IN EXPRESSING THOUGHTS CLEARLY

\_\_\_\_\_

PUNCTUALITY IN KEEPING ENGAGEMENTS

\_\_\_\_\_

STABILITY (KEEPS EMOTIONS UNDER CONTROL)

\_\_\_\_\_

SENSITIVITY TO OTHERS

\_\_\_\_\_

INITIATIVE (STARTS PROJECTS ON OWN)

\_\_\_\_\_

EDUCABILITY (CAPABLE OF LEARNING)

\_\_\_\_\_

ORGANIZING ABILITY (COOPERATIVE, PLANS WELL)

\_\_\_\_\_

COMMENTS: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

NAME \_\_\_\_\_ POSITION \_\_\_\_\_

PHONE \_\_\_\_\_ DATE \_\_\_\_\_

RETURN TO:

WALTER LAFONTAINE: 352 WHETHERSFIELD DR, GLASSBORO, NJ 08028 (856\_863-1043)