

# General Reference



\_\_\_\_\_ is an applicant for foreign missionary service under the direction of PIONEERS, and has given your name as a reference. Please aid us in making a fair evaluation of the applicant's fitness for this work by commenting on the items and questions below. Both strengths and weaknesses are important. Please answer only those questions about which you are reasonably certain. Supply specific instances where appropriate. This reference will be kept confidential.

## PLEASE PRINT CLEARLY

1. How long have you known the applicant?  
What relationship?
2. Give information concerning the home and family background that pertains to suitability for service.
3. If the applicant is married, describe the relationship to his/her spouse and any children.
4. Comment on the applicant's spiritual life and moral life.
5. Please list below what you consider to be the applicant's three greatest strengths and weakness.
6. Do you know anything about the applicant's present or past which might hinder service in the anticipated work?
7. Comment on the applicant's financial responsibility/stewardship.
8. If you were asked to have this person as a co-worker for several years, how would you respond?

9. Please check one or more items under each heading.

**SELF-DISCIPLINE**

- Shows good self-discipline
- Avoids difficult tasks
- Overindulges
- Does not control temper
- Overly self-disciplined

**INTEGRITY/HONESTY**

- Totally honest and forthright
- Proudly over-scrupulous
- Generally reliable
- Of doubtful integrity

**ORDERLINESS**

- Home or room usually neat
- Somewhat disorderly
- Lives in a mess
- Over-neat to a fault

**INITIATIVE**

- Actively creative
- Self-reliant
- Frequently initiates
- Generally conforms
- Depends on others unduly

**APPEARANCE**

- Consistently well-groomed
- Usually neat
- Careless
- Over meticulous

**WORKMANSHIP**

- Extremely good workmanship
- Satisfactory workmanship
- Uneven quality in work

**UNSELFISHNESS**

- Consistently considerate
- Usually thinks of other's welfare
- Frequently seeks own interest
- Thinks primarily of self

**TEAM-WORK**

- Works well with others
- Usually cooperative
- Seldom cooperative
- Seeks to dominate
- Frequently causes friction

**FRIENDLINESS**

- Usually friendly with many
- Quiet or shy
- Cliquish
- Generally aloof

**SOCIAL ACCEPTABILITY**

- Sought by others
- Well-liked by others
- Tolerated by others

**ADAPTIBILITY**

- Adjusts well to unusual situations
- Usually adjusts to change
- Slow in adjustment to change
- Firmly set in ways

**SOCIAL RESPONSIVENESS**

- Unusually alert to other's needs
- Understanding and courteous
- Patient with others
- Impatient with others
- Slow to sense how others feel

**JUDGMENT**

- Usually shows good judgment
- Impulsive in making decisions
- Impractical
- Finds it difficult to make decisions

**FOLLOWING ORDERS**

- Follows orders well
- Sometimes follows orders
- Often disregards orders

**EXPRESSION OF FEELING**

- Speaks well of others
- Tactful
- Non-argumentative
- Tactless
- Argumentative
- Fault-finding

**CHRISTIAN EXPERIENCE**

- Vital and contagious
- Rich and growing
- Mature though not exceptional
- Relatively superficial

**PERSONAL DEVOTIONS**

- Regularly studies Bible & prays
- Usually has personal devotions
- Frequently misses devotions
- Lacks regular devotional habits

**WITNESS**

- Shares faith naturally, effectively
- Shares Christ reluctantly
- has zeal but is insensitive

**DOCTRINE**

- Has a carefully chosen position
- Unduly dependent on others' beliefs
- Is vague & unclear on beliefs
- Includes questionable aspects

**LOCAL CHURCH**

- An effective initiator in church
- Cooperates fully within church
- Has ministry mostly apart from church
- Remains separate life

**LEADERSHIP**

- Good leadership ability
- Has leadership potential
- Tries but lacks ability
- Makes no effort to lead

**NEGATIVE TRAITS**

- Sullen/moody
- Cocky/overconfident
- Easily embarrassed
- Easily offended
- Easily discouraged
- Easily irritated
- Lacking in humour
- Frequently nervous
- Free from all such tendencies

How do you rate this person's promise in this service?

- Superior
- Good
- Average
- Below Average

You may wish to comment further, either elaborating on points already mentioned or summarizing your opinion of the applicant. Feel free to use another sheet of paper.

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Home Phone: ( ) \_\_\_\_\_ Work Phone: ( ) \_\_\_\_\_