



Friend's Reference

Name of Applicant: _____

Position applied for: _____

MEDEBA is a summer camp, adventure learning centre and group facility. It is our mission to Honour God, Develop People and Strive for Excellence. Being a summer staff member is both rewarding and challenging. Related skills and positive attitude provide an effective staff relationship.

Please provide an honest, reflective assessment of the above named applicant.

Please include comments for each question along with the chosen Yes or No response.

1. How long and in what capacity have you known the applicant?
2. Do you know the applicant to be an authentic, well balanced Christian?
Yes No
3. What aspects of the applicant's life have you had the opportunity to observe? (home, school, church, business) How would you describe the interactions of the applicant in these settings?
4. Has the behaviour, attitudes or beliefs of the applicant ever raised a concern for yourself or others?
Yes No
5. Can you identify any areas in the applicant's character and/or conduct in which growth and further maturity are necessary?
6. Identify three of the applicant's best developed skills and abilities.
7. Would you be willing to place your child under the applicant's direct influence and care?
Yes No
8. Does the applicant respond well to direction and authority?
Yes No
9. Does the applicant work well with others?
Yes No
10. Would you recommend the applicant for a staff position at our summer camp?
Yes No

Objective Rating

Under each heading, please select the phrase that most accurately describes the applicant's habitual behaviour with regard to that characteristic/trait/situation.

How does the applicant demonstrate a lifestyle committed to spiritual growth and integrity?

An excellent example to others
Mature, principles & convictions consistently demonstrated
Growing, learning to act according to convictions in situations
Inconsistent, convictions waver in stressful situations
No interest in spiritual life

How involved are they in a local church/Christian group?

Very active, participates frequently and diversely
Involved, regularly participates
Somewhat involved, participates when available/on occasion
Not actively involved

When conflict arises, this person generally responds with:

Positive Confrontation—openness to resolving conflict
Peacemaking
Negative Confrontation—lack of cooperation
Withdrawal/Avoidance
Defensiveness/critical attitude

How does the applicant respond to teachable moments?

Seeks out feedback and suggestions for future improvement
Willing to listen and follow suggestions when they are offered
Tolerates instruction/feedback but does not always apply it
Defensive; resents suggestions, personalizes/takes offence

How balanced are the applicant's emotions/reactions?

Very well-balanced; often an encourager/coach to others
Consistently well-balanced; fairly dependable and predictable
Tends to react quickly emotionally; excitable
Overly emotional; unresponsive/apathetic, irritated or elated

In intense/stressful situations, the applicant responds:

Effectively; situation managed with objectivity and control
Satisfactorily; able to work through situation with coaching
Ineffectively; becomes irritable, impatient, intolerant
Withdraws; shuts down emotionally or removes themselves

How well does the applicant work with others?

Exceptionally successful, inspires confidence
Positive, cooperates with others to achieve the task
Limited cooperation, neglects common good for own interests
Cooperates grudgingly, makes trouble, obstructs success

How well is the applicant able to direct and influence others?

Exceptional leader, inspires and motivates others
Very successful in leading others
Usually follows the lead of others
Poor leader, incapable of directing others
Detrimental influence

On a team of 6-10 employees, this person would likely be:

The leader
A self-starting team member
A supportive team member
A low-initiative leader

How responsible is the applicant?

Capable of much responsibility; very dependable
Consistently reliable; makes good decisions/sees 'big picture'
Usually reliable in specific tasks, may need mild supervision
Not dependable; irresponsible

How well does this person apply industry and persistence in completing tasks?

Exceptional energy; goes beyond/seek additional work
Completes assigned task on own accord
Occasional urging/re-direction required
Needs constant prodding to complete task

How much supervision is required?

Needs little close supervision, only direction
Does well with regular, routine supervision
Needs accountability & encouragement to accomplish tasks
Needs excessive supervision

Are you recommending the applicant because of :

He/she will benefit from working at Medeba Summer Camp
Medeba Summer Camp will benefit from him/her working
Both parties benefit

Please provide any additional personal comments you feel will assist us in considering this applicant.

Name: _____ Date: _____

Organization: _____ Title: _____

Thank you for taking the time to complete this form.

Please forward this reference DIRECTLY by clicking on the SUBMIT button below or email alison@medeba.com.

If you have any further questions or concerns regarding this reference form, please contact the Summer Personnel Director at (705)754-2444 x222 or the above email.

Applications are not processed until references have been returned.

Medeba, Box 138, West Guilford, Ontario, K0M 2S0