



# 2019 Confidential Volunteer Reference Form

Description of the program can be found at: [OperationCrossroadsAfrica.org](http://OperationCrossroadsAfrica.org).

Please type or print legibly and answer all questions.

► Name of Applicant

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The above named applicant has applied to participate in a workcamp project in Africa. Will you kindly aid us in judging the applicant's fitness for such service by supplying the information requested in this form? Your candor in evaluating this candidate is essential to the success of the program. Feel free to offer pertinent facts and judgments not covered by the questions and to exceed space limitations whenever you think necessary.

► Your Name

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► Position

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► Address

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► Phone Number

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► How long, how well, and under what circumstances have you known the applicant?

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► Personal Survey

- 1 Below Average - Lowest 40%
- 2 Average - Mid 20%
- 3 Above Average - Next 15%
- 4 Very Good - Next 10%
- 5 Outstanding - Next 10%
- 6 Exceptional - Highest 5%
- 0 Inadequate opportunity to observe

Circle one in each row

intellectual ability	1	2	3	4	5	6	0
tactfulness	1	2	3	4	5	6	0
maturity	1	2	3	4	5	6	0
self-motivation/ taking initiative	1	2	3	4	5	6	0
emotional stamina	1	2	3	4	5	6	0
health/sturdiness	1	2	3	4	5	6	0
flexibility/ open-mindedness	1	2	3	4	5	6	0

► Group Skills

Circle one in each row

patience	1	2	3	4	5	6	0
skill in group dynamics	1	2	3	4	5	6	0
self-control under group pressure	1	2	3	4	5	6	0
common sense/good judgment	1	2	3	4	5	6	0
open to criticism	1	2	3	4	5	6	0
organizational skills	1	2	3	4	5	6	0
rapport with peers	1	2	3	4	5	6	0
leadership ability	1	2	3	4	5	6	0

► Communication Skills

Circle one in each row

ability to cope with emergency situations	1	2	3	4	5	6	0
ability to work with persons whose intellectual/cultural perspectives differ from own	1	2	3	4	5	6	0
sensitivity to others	1	2	3	4	5	6	0
problem-solving ability	1	2	3	4	5	6	0
ability to deal with persons in authority	1	2	3	4	5	6	0

▶ What are the applicant’s strongest skills?

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▶ What are the applicant’s weakest points?

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▶ What are your personal impressions of the applicant’s ability to communicate with those who are socially, culturally and ethnically different from himself/herself?

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▶ In what ways and in what areas do you feel the applicant has grown or developed in the course of your acquaintance with him/her?

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▶ In what areas do you feel the applicant may still need to grow or develop?

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▶ Please add any impressions, knowledge and or comments about the applicant that were not expressed in the survey above.

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▶ Please sign

▶ Please date

▶ Please mail to:

Operation Crossroads Africa  
P.O. Box 5570  
New York, NY 10027