



# 2020 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

