



2020 Leader/ Facilitator International Reference Form

The applicant below has applied to lead a group of young people in a work project in Africa for a period of six to eight weeks. Your candor in evaluating this candidate is essential to the health, safety and welfare of the young people involved and the success of this program.

Description of the program can be found at:
OperationCrossroadsAfrica.org.

Please type or print legibly and answer all questions.

▶ Name of Applicant

▶ Name of Reference

▶ Title/Position

▶ Institution/Business/Organization

▶ Address

▶ Phone Number

▶ How long and in what capacity have you known the applicant?

▶ Please indicate the applicant's ability and competence in the areas below, as they relate to the applicant's suitability to lead a group of young people. The applicant if selected will have to lead a very diverse group—racially, sexually, socially and economically. The selected applicant will be responsible for the physical and emotional wellbeing of the group members. In addition, the selected applicants must handle the logistical and financial aspects of the project while on site. Finally, a selected applicant will have to deal with national and local officials, as well as American officials and diplomats while in the assigned country.

- 1 *Below Average*
- 2 *Average*
- 3 *Above Average*
- 4 *Exceptional*
- 0 *Unable to observe*

Circle one in each row

Knowledge of Africa	1	2	3	4	0
Motivation & seriousness of purpose	1	2	3	4	0
Emotional stability & maturity	1	2	3	4	0
Ability to make sound judgments	1	2	3	4	0
Ability to adapt to a different cultural environment	1	2	3	4	0
Administrative /management skills	1	2	3	4	0
Communication skills	1	2	3	4	0
Interest in group experience	1	2	3	4	0
Ability to work with college aged persons	1	2	3	4	0
Patience/flexibility	1	2	3	4	0
Ability to modify goals if necessary	1	2	3	4	0
Ability to cope with frustration	1	2	3	4	0
Health/sturdiness	1	2	3	4	0
Ability to deal with emergencies/unforeseen events	1	2	3	4	0
Ability to deal with persons in authority	1	2	3	4	0
Ability to deal with persons whose backgrounds are socially, culturally and ethnically different from himself/herself	1	2	3	4	0
Ability to work with persons of a different gender	1	2	3	4	0
Ability to perform duties with little/no supervision	1	2	3	4	0

In light of your above responses please comment on:

- ▶ The strengths that the applicants would bring to the leadership of a Crossroads group

- ▶ The areas where you feel that the applicant, if selected, would need additional help or guidance

- ▶ With your knowledge of the applicant and the role of a Crossroads leader, would you feel comfortable sending a member of your family to a rural area in Africa for six to eight weeks under the applicant's supervision?

▶ Please sign

▶ Please date

▶ Please mail to:

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