



(for Base Leader / DTS leader / Outreach or Small Group Leader; Pastor)

NAME OF APPLICANT _____

The above applicant has applied to work as a staff member with Youth With A Mission – Tampa Bay, Florida, USA.
We would appreciate your candid appraisal of the applicant. **All answers are confidential.** Thank you!

YOUR NAME _____ TELEPHONE _____

ADDRESS _____ E-MAIL _____

How long have you known the applicant? From: _____ To: _____

What is your relationship with the applicant (teacher, friend, co-worker, etc.)? _____

How well do you know the applicant? ☐ very well ☐ well ☐ casually

1. In what situations have you observed the applicant? (please check all that apply)

- | | | |
|----------------------------------|---|--|
| <input type="checkbox"/> at home | <input type="checkbox"/> in a small group | <input type="checkbox"/> in church relationships |
| <input type="checkbox"/> at work | <input type="checkbox"/> in social activities | <input type="checkbox"/> other (please explain) |

2. Evaluation of applicant's overall characteristics. (please check one)

RESPONSIVENESS TO OTHERS

- ☐ Slow to sense how others feel
☐ Unusually sensitive and understanding
☐ Reasonably responsive
☐ Understanding and thoughtful

LEADERSHIP ABILITY

- ☐ Strong ability to lead
☐ Tries but lacks ability
☐ Has some leadership promise
☐ Makes no effort to lead

PHYSICAL CONDITION

- ☐ Average health
☐ Excellent health
☐ Frequently ill

WILLINGNESS TO SERVE

- ☐ Willing to serve
☐ Reluctant to serve
☐ Eager to serve as needed

INTELLIGENCE

- ☐ Average mental ability
☐ Excellent intellectual capacity
☐ Learns and thinks slowly

TEAMWORK

- ☐ Insists on having own way
☐ Reasonably cooperative
☐ Works well with others

RELATIONSHIPS

- ☐ Sought out by others
☐ Liked by others
☐ Tolerated by others

ACHIEVEMENT

- ☐ Meets average expectation
☐ Starts but does not finish
☐ Takes initiative

CHRISTIAN EXPERIENCE

- ☐ Mild but genuine
☐ Relatively superficial
☐ Rich and growing
☐ Over-emotional

ABILITY TO FOLLOW

- ☐ Appropriately submissive
☐ Follows blindly
☐ Cooperative and supportive
☐ Rebellious toward leadership

Comments:

4. How does the applicant **usually** react to trying situations? (please check one)

- | | | |
|---|--|---|
| <input type="checkbox"/> withdraws | <input type="checkbox"/> gets discouraged | <input type="checkbox"/> gets angry |
| <input type="checkbox"/> meets constructively | <input type="checkbox"/> accepts patiently | <input type="checkbox"/> other (please explain) |

Comments:



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5. Evaluation of applicant's emotional maturity.

Due to the cultural context of our base, adjustments may have to be made as to diet, social custom, climate change, living arrangements, etc. Keeping in mind the challenge of these unusual demands, please rate this applicant as to his/her emotional maturity and stability. (Please check one)

- ☐ Outstandingly mature. Has proven his/her ability to operate under stress and pressure.
- ☐ More mature and emotionally stable than average.
- ☐ Possesses adequate emotional stability and maturity.
- ☐ Doubtful. Experience has shown that the applicant might not be able to endure stress.

Comments:

6. To your knowledge, has the applicant ever been arrested for any offense other than minor traffic violations?

☐ Yes ☐ No If yes, please explain:

7. Has the applicant proven on any occasion to be unreliable, dishonest, or of questionable character?

☐ Yes ☐ No If yes, please explain:

8. How will this person make an impact as a missionary?

9. Are there any other comments you would like to make about the applicant?

10. Do you recommend this person to be accepted on staff?

☐ Yes, unreservedly ☐ Yes, with hesitation ☐ No

Please explain why:

SIGNATURE _____ DATE: _____

Your prompt handling of this form will speed the application process.

Please return this completed form within one week of receipt to: ywamtampabay@gmail.com

or mail to:

Youth With A Mission Tampa Bay
Staff Application Reference Form
34077 Eiler Blvd
Webster, FL 33597 USA