



Anderson Western Colorado Camps, Ltd.



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_____ (full name) has applied to be a general counselor/staff member at Anderson Camps, Ltd. for the coming summer. This person has given your name as one of his or her references. We would appreciate your evaluation of this person on the following points.

1. In what capacity have you known the applicant?

2. How well do you know the applicant? _____ Very well _____ Fairly well _____ Slightly
 How long have you known the applicant? _____

3. How would you evaluate the emotional maturity of the applicant?
 _____ Very Mature _____ Mature _____ Immature but developing _____ Immature _____ Unable to judge.

4. Have you ever had an occasion to question this person's integrity? _____ Yes _____ No
 If yes, please provide a full explanation in the narrative comments section on the back of this page.

5. Do you know any reason this applicant should not be hired? _____ Yes _____ No. If yes, please provide a full explanation in the narrative comments section on the back of this page.

6. What would be your attitude toward having this person in a position under your direction?
 _____ Definitely would want him/her _____ Would want him/her _____ Be satisfied to have him/her
 _____ Prefer not to have him/her _____ Definitely would not want him/her _____ Unable to judge

7. Is the applicant to your knowledge using marijuana or other illegal drugs? _____ Yes _____ No

8. Check your overall evaluation of the applicant. Please note that (A) is the highest, (F) is the lowest; (F) should be used for an applicant who is not recommended: (A) should be reserved for the truly outstanding applicant who ranks in the top 5% of individuals you have known. Check only one.

A. _____ Top 5% OUTSTANDING candidate	B. _____ Next 10% EXCELLENT candidate
C. _____ Next 20% VERY GOOD candidate	D. _____ Next 40% GOOD candidate
E. _____ Next 20% FAIR candidate	F. _____ Next 5% POOR candidate

Please rate the applicant for each characteristic. The terms used in the scale are interpreted below to assist you in the evaluation.

(A) Outstanding: Top 5% (B) Excellent: Next 10% (C) Very Good: Next 20%
 (D) Good: Next 40% (E) Fair: Next 20% (F) Poor: Bottom 5%

	A	B	C	D	E	F	N/A
9. Initiative & Originality: independence, thought, work & resourcefulness.							
10. Industry: promptness, application, perseverance, energy.							
11. Communication Skills:							
A. Oral.							
B. Written.							
12. Intellectual Ability: intelligence, originality, capacity.							
13. Dependability: evidence of responsibility.							
14. Leadership: respects ideas and opinions of others and is respected by others.							
15. Interpersonal Skills:							
A. Ability to relate to others.							
B. Tolerance for those different from self.							
16. General Assessment:							
A. Overall academic ability.							
B. Overall personality.							

17. On what basis have you made the above ratings and comments? Use the space below to indicate any Particular observation and reactions bearing upon this applicant's character, love for children, and enthusiasm for working in a camp setting. Your comments are very important.

Thank you very much for completing this evaluation. We appreciate your time and candidness.

Name (print) _____ Office Address _____

Signature _____

Position _____ Telephone _____

Department _____ Date _____