



**GIRL SCOUTS OF GREATER IOWA
Confidential Employment Reference**

Reference Name: _____ Phone: _____
Relationship to Applicant: _____ Duration: _____
Applicant's Name: _____ Position Applied For: _____
Reference Done By: _____ Date: _____

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

How would you describe the quality of her/his work? Would you rehire him/her?

The camp staff lives in an outdoor communal setting working with girls 6-17 years old. The summer season is approximately 8 weeks in a 24-hour residential setting. Each staff member must be able to work and live closely with other adults on the staff team....Do you recommend this person for this position/environment? If yes, why?

Can you tell me a little bit about the applicant's experience working with children? If you have not observed the person in this capacity, would you be willing to leave your daughter or any other girl under his/her leadership and supervision?

Can you describe a challenge that the applicant dealt with professionally while working with your organization.

Please assess the applicants by checking one rating in each category:

1 – Excellent 2 = Very Good 3 = Good 4 = Fair 5 = Poor Don't know

Category	1	2	3	4	5	Don't Know
Poise and ease in meeting people						
Ability to deal with differences in people						
Ability to relate to adults						
Ability to relate to children						
Ability to take initiative						
Ability to assume responsibility						
Ability to be flexible and change						
Ability to work in a group						
Ability to work on his/her own						
Ability to camp and live outdoors						
Ability to teach and give instructions						
Ability to communicate and discuss problems with others						

“Please comment on the applicants...”

Strengths?

Areas this individual could develop?

Leadership skills?

What are your overall impressions of this individual as an employee and as a person?