

PAN AMERICAN CHRISTIAN ACADEMY
Personal Reference #1

Name _____

Address _____

Has given your name as a character reference in regard to a teaching position in our Christian school here in Brazil. We would deeply appreciate it if you would be perfectly frank in answering these questions to the best of your ability. The information given will be treated with the strictest confidence. An immediate reply would be most helpful. Thank you very much for your cooperation.

Sincerely, *

Director of Teacher Placement
Pan American Christian Academy

1. How long have you known the applicant? _____
2. Has the applicant worked for you? _____ How long? _____
Satisfactorily? _____ Would you re-employ? _____
Comments: _____
3. Does the applicant have any physical handicaps? _____
4. On a scale of one to ten, with 1 being poor(ly) and 10 being excellent(ly), how would you rate the applicant in answering the following questions?
 - a. What kind of response does the applicant have to authority? 1 2 3 4 5 6 7 8 9 10
 - b. How does the applicant work with others? 1 2 3 4 5 6 7 8 9 10
 - c. How does the applicant take responsibility? 1 2 3 4 5 6 7 8 9 10
 - d. What kind of success would you predict for the applicant in this service? 1 2 3 4 5 6 7 8 9 10
 - e. What quality of rapport does the applicant have with children? 1 2 3 4 5 6 7 8 9 10
 - f. What quality of rapport does the applicant have with young people? 1 2 3 4 5 6 7 8 9 10
5. Please evaluate the applicant by checking/circling the proper box:

Spiritual Maturity	Spiritually immature	Not very mature	Average	Spiritually mature	Deeply mature	No chance to observe
Knowledge of Scriptures	Poor	Fair	Average	Good	Excellent	No chance to observe
Effectiveness of witness	Offensive	Very hesitant	Somewhat hesitant	Effective witness	Very effective	No chance to observe
Personality	Avoided by others	Tolerated	Liked by others	Well liked by others	Sought by others	No chance to observe
Character	Unreliable	Somewhat dependable	Usually dependable	Conscientious	Absolutely reliable	No chance to observe
Initiative	Needs constant supervision	Succeeds if supervised	Sometimes initiates	Self-reliant	Actively creative	No chance to observe
Concern for others	Anti-social	Self-centered	Somewhat interested in others	Often interested in others	Deeply interested in others	No chance to observe
Self-control	Nervous; very poor self-control	Periodic problems with self-control	Average self-control	Good self-control	Excellent self-control	No chance to observe
Emotional stability	Moody negative depressed	Somewhat de-pressed, apathetic	Average	Above average	Very cheerful	No chance to observe
Personal appearance	Poor	Fair	Acceptable	Appropriately groomed	Attractive, well-groomed	No chance to observe

Health	Poor	Fair	Average	Good	Excellent	No chance to observe
Attitude	Critical	Poor	Fair	Positive	Very cooperative	No chance to observe
Ability to teach	Poor	Fair	Average	Good	Excellent	No chance to observe

6. Does the applicant attend church regularly? _____

a. Name of church: _____

b. Affiliation (denomination, independent, etc.): _____

c. In your opinion, where does this church stand theologically?

(Note: Focus here is on theological position rather than social activities.)

Please indicate with an "X" on the line below.

_____ Ultra-Liberal _____ Liberal _____ Moderate _____ Conservative _____ Ultra-Conservative

7. Does the applicant participate in any activities that might be considered questionable to some people? _____
If yes, please explain:

8. Does the applicant have any outstanding special ability?

9. Have you any reason whatever for lack of confidence in this applicant?

10. Do you have any reservations concerning the financial integrity of the applicant? _____
If so, please explain:

11. Have you ever had occasion to question the candidate's morals? _____
If so, please explain:

12. Additional remarks:

Printed Name: _____

Signature: _____

Occupation: _____

Address: _____

Date: _____

Please return this form to:

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