

# DISCIPLE TEAM REFERENCE

## Completed by Reference of Choice

[www.troutlakecamps.org/dteamchoiceref](http://www.troutlakecamps.org/dteamchoiceref) (fillable pdf)



**Trout Lake**  
C A M P S

**YOU WILL RECEIVE AN EMAIL RESPONSE ONCE WE RECEIVE YOUR PDF.**

### TO THE APPLICANT:

Please print your name and position applied for in the spaces below. Please provide a stamped and addressed envelope for each form. It is your responsibility to see that all forms are returned to Trout Lake Camp.

### TO THE REFERENCE PERSON:

Being a member of Trout Lake Camp's D-Team is not an easy task. There are certain traits beneficial to working in this intense summer ministry. Please answer the questions to the best of your knowledge, fully and honestly. Online references available at [www.troutlakecamps.org/dteamchoiceref](http://www.troutlakecamps.org/dteamchoiceref)

**NAME OF APPLICANT:** \_\_\_\_\_

### OBJECTIVE RATING

This person is applying for a position on our Disciple Team at Trout Lake Camps. This position could involve anything from being a student counselor to helping out in any number of departments on our camp's grounds. Please fill out the following with that in mind. Under each general heading, check the phrase that most accurately describes the applicant's habitual behavior concerning that specific trait. Please remember that it will be the truly exceptional person that ranks high in all categories.

#### 1. How well is the applicant able to direct and influence others?

- Poor leader; incapable of directing others
- Usually follows the lead of others
- Normally successful in directing and leading others
- Very successful in leading others
- Exceptional leader; inspires others

#### 2. How well does the applicant work with others?

- Cooperates grudgingly; makes trouble; obstructionist
- Limited cooperation; neglects common good for own interests
- Cooperates with others towards accomplishment of goal
- Exceptionally successful working with others/inspires confidence

#### 3. How does this person react to suggestions or criticisms by others?

- Takes criticism as a personal insult; resents suggestions
- Listens to suggestions but may act without considering them
- Follows suggestions willingly
- Asks for criticisms and suggestions

#### 4. How does the applicant demonstrate a lifestyle committed to spiritual growth and integrity?

- Fails to carry out convictions under stressful conditions
- Acts according to convictions in most situations
- Carries out principles and convictions constantly and boldly even in the face of obstacles

#### 5. How responsible is the applicant?

- Irresponsible even under supervision
- With constant supervision will do satisfactory job
- Needs detailed instructions with regular checks of work
- Carries out routine activity on own accord
- Exceptionally able to accomplish work without close supervision

#### 6. How well does this person apply energy and persistence in completing a task?

- Needs much prodding to complete work
- Rather indifferent; does not finish job
- Completes assigned tasks of own accord
- Exceptional perseverance; does more than expected

#### 7. How well does the applicant control emotions?

- |                                       |                              |
|---------------------------------------|------------------------------|
| Easily depressed, irritated or elated | Tends to be overly emotional |
| Occasionally unresponsive             | Usually well-balanced        |
| Unresponsive; apathetic               | Well-balanced                |

Please complete remainder of form on reverse side.

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### NARRATIVE REPORT

Please state briefly specific instances in which you have observed the applicant's behavior as it applies to any of these items. If you lack personal knowledge on a given topic, please say so.

1. Would you be willing to hire this person to work in any of the positions he/she is asking to be considered for at Trout Lake Camp?

Yes  No Please explain why. \_\_\_\_\_

2. I expect the applicant's work to be (check one):  Superior  Good  Average  Poor

3. Would you be willing to place your child under the applicant's direct influence and care?  Yes  No

Please explain why. \_\_\_\_\_

4. In the area of mature judgment, how does this person react in stressful situations, i.e. making decisions?

\_\_\_\_\_  
\_\_\_\_\_

5. Dependability. Can he/she be relied upon? Does this person weaken in absence of authority?

\_\_\_\_\_  
\_\_\_\_\_

6. How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_

Please comment on the applicant's spiritual life. \_\_\_\_\_

7. From your observation of the applicant, please list their:

Three Strongest Points: \_\_\_\_\_

Three Weakest Points: \_\_\_\_\_

8. I (  Recommend  Do not recommend ) this person for a D-Team staff position. (check one)

9. Are you recommending the applicant because of: (check one)

What he/she can contribute to Trout Lake Camp  What Trout Lake Camp can do for him/her  Both

10. Please provide any additional comments you feel will help us consider this applicant:

\_\_\_\_\_  
\_\_\_\_\_

If you feel there is additional information that would be best communicated over the phone; please check this box.  
A Trout Lake Camp representative will contact you.

Print Name \_\_\_\_\_ Date \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_ Phone \_\_\_\_\_ (W) \_\_\_\_\_

### THANK YOU FOR YOUR TIME.

If you have any questions or concerns regarding this reference form, please call the office at (218) 543-4565 or email [tldteam@gmail.com](mailto:tldteam@gmail.com)

If you choose to send this as a fillable pdf document, go to [www.troutlakecamps.org/dteamchoiceref](http://www.troutlakecamps.org/dteamchoiceref); save the pdf to your desktop; once you have filled it out, save it and attach it to an email addressed to [tldteam@gmail.com](mailto:tldteam@gmail.com) with D-Team Reference in the subject line.

APPLICATIONS **ARE NOT** PROCESSED UNTIL ALL REFERENCES HAVE BEEN RETURNED. **Please return promptly to:**