



**TIP Candidate Reference Form for:**

**Personal Information**

Your Name:		Relationship:	
Phone:		Email:	
How long have you known applicant:		How well do you know applicant:	

**Guidelines**

Complete this review, using the following scale:

- NA = Not Applicable
- 1 = Needs Work (Unsatisfactory)
- 2 = Gets By (Marginal)
- 3 = Meets Requirements
- 4 = Exceeds Requirements
- 5 = Exceptional

Repeat the review annually and compare your yearly scores.

**Overall Evaluation**

	(5) = Exceptional	(4) = Exceeds Requirements	(3) = Meets Requirements	(2) = Gets By	(1) = Needs Work
How do you rate the applicant's ability to teach? <i>Please consider the applicant's diction, accent and other speech patterns.</i>					
How do you rate the candidate's ability to adapt to life in a developing country?					
I recommend this candidate:					

**Character and Group Interaction**

	(5) = Exceptional	(4) = Exceeds Requirements	(3) = Meets Requirements	(2) = Gets By	(1) = Needs Work
The candidate's consideration of others.					
The candidate's friendliness.					
The candidate's tactfulness.					
The candidate's willingness to apologize.					
The candidate's willingness to forgive.					
The candidate's ability to interact graciously with people of opposing views.					
The candidate's treatment of own parents.					
The candidate's respect for authority.					
The candidate's desire to help/serve others.					
The candidate's ability to relate to those of other cultures.					
The candidate's marital harmony.					

The candidate's emotional stability.					
The candidate's health/energy.					
The candidate's optimism.					
The candidate's maturity for age.					
The candidate's intelligence.					
The candidate's integrity.					
The candidate's common sense, judgment.					
The candidate's dependability.					
The candidate's tolerance for ambiguity and uncertainty.					
The candidate's reaction to stress.					
The candidate's work ethic.					
The candidate's self-discipline.					
The candidate's punctuality.					
The candidate's moral character.					
The candidate's humility.					

**Spiritual Life**

*Please note that ESEC is a non-profit Christian organization; we encourage you to respond "not known" if you do not have insight into these areas of the candidate's life.*

	(5) = Exceptional	(4) = Exceeds Requirements	(3) = Meets Requirements	(2) = Gets By	(1) = Needs Work
The candidate's devotion to God.					
The candidate's knowledge of the Bible.					
The candidate's Christian witness.					
The candidate's overall spiritual maturity.					

**Weaknesses**

	(5) = Very often	(4) = Often	(3) = Sometimes	(2) = Seldom	(1) = Unknown
The candidate is argumentative.					
The candidate has a tendency toward being negative.					
The candidate is rebellious.					
The candidate is selfish.					
The candidate is critical.					
The candidate is domineering.					
The candidate is inflexible.					
The candidate is arrogant.					
The candidate has low self-esteem.					
The candidate tends to gossip.					

*Please comment on any of the positive traits which are marked “poor” or “below average”, as well as negative traits which are marked “often” or “regularly.”*

*In summary, what are the main reasons why you recommend this applicant to TIP?*