

**Leadership Reference**  
**Led / Supervised BY the applicant - Held Confidential!**



**Applicant Complete** Name of Applicant \_\_\_\_\_

Preferred Missions 1<sup>st</sup>) \_\_\_\_\_ 2<sup>nd</sup>) \_\_\_\_\_ 3<sup>rd</sup>) \_\_\_\_\_

**Reference Complete**

This person has applied to be a short term missions **LEADER**. This commitment involves training a team, being the main contact with a mission host and leading in trip logistics and follow through. We seriously consider your evaluation.

Thank you for your honest-critical insight. For inquiries, please contact the Office of World Missions: 626.812.3025.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Relation to Applicant

\_\_\_\_\_  
Daytime Phone

YES / NO  
May we contact you?

\_\_\_\_\_  
Email Address

**You, the reference, verify that your answers  
are thoroughly honest and intentionally unbiased.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Please complete and return to:**

*or fax to (626) 812-3094*

*Azusa Pacific University  
World Missions, Focus International  
901 E. Alostia Ave.  
Azusa, CA 91702-7000*

What is the nature of your relationship to the applicant? (please check all that apply)

- |   |   |
|---|---|
| <input type="checkbox"/> Led by applicant on mission trip | <input type="checkbox"/> Regular time hanging out     |
| <input type="checkbox"/> Led in workplace                 | <input type="checkbox"/> Team work or team ministry   |
| <input type="checkbox"/> Led in church/other ministry     | <input type="checkbox"/> Lengthy personal discussions |
| <input type="checkbox"/> Other (please state)             |   |

What are the applicants observed work strengths?

- |    |    |
|----|----|
| a. | c. |
| b. | d. |

What are the applicants observed work weaknesses?

- |    |    |
|----|----|
| a. | c. |
| b. | d. |

Could he/she work well with you a close working relationship? YES / NO

**WHY?**

**READ CAREFULLY!**

**Interpersonal**

Often    Sometimes    Seldom

How? Why? **Please comment.**

Demonstrates tolerance				
Listens to others before speaking				
Is argumentative				
Is helpful				
Is disrespectful toward authority				

**Leadership**

Often    Sometimes    Seldom

How? Why? **Please comment.**

Stands out as a leader				
Motivates others				
Is trusted by others				
Resistant when asked to compromise				
Makes sound/common sense decisions				

**Work Quality**

Often    Sometimes    Seldom

How? Why? **Please comment.**

Does accurate and thorough work				
Reacts poorly to criticism				
Perseveres to fulfill commitments				
Is self-motivated				
Seeks advice or pursues teamwork				

**Emotional**

Often    Sometimes    Seldom

How? Why? **Please comment.**

Appears stressed or pressured				
Has a good self-image or self-esteem				
Has an energetic or joyful character				
Does not handle anger well				
Can teach others with humility				

**Spiritual**

Often    Sometimes    Seldom

How? Why? **Please comment.**

Makes moral decisions				
Relates appropriately with opposite sex				
Behavior or dress conflicts with faith				
Integrates faith in daily conversations				

**Stewardship**

Often    Sometimes    Seldom

How? Why? **Please comment.**

Has integrity to entrust with money				
Has trouble managing time well				
Gives or shares freely with others				
Fully utilizes natural talent & ability				

*Do you recommend acceptance as a leader?*

\_\_\_\_\_ **Highly Recommend**      \_\_\_\_\_ **Recommend**      \_\_\_\_\_ **Have reservations**      \_\_\_\_\_ **Do Not Recommend**

**Please Comment** \_\_\_\_\_