



REQUEST FOR REFERENCE

**Return to: Girl Scouts in the Heart of Pennsylvania
Attn: Employment Manager
426 Airport Road, 12 Beltway Commons
Hazle Township, PA 18202**

_____ is applying for the position of _____
_____ at Camp(s) of the Girl Scouts in the Heart of PA.

Staff members are the essential ingredients in providing a good experience for campers. It is vital that as much information as possible is available in considering applicants. It is important that counselors and other camp staff enjoy and understand children, work well with other adults, and have a real love of outdoor living. I would appreciate it if you would consider each question carefully and answer it as fully as you can.

Since all references must be received before an applicant can be considered, your immediate attention would be appreciated. Please return and completed form to the address above. All references are confidential. ***Thank you for your assistance.***

1. In what capacity do you know the applicant? _____
For how long? _____

2. Would you employ this applicant for a position of leadership and responsibility? Yes No
If no, please state the reasons:

3. The assessment of the following work-related characteristics and skills is very helpful as we consider the applicant. If you do not have first-hand knowledge of the applicant's abilities in any of these areas please indicate in the appropriate box.

GENERAL ATTRIBUTES	Exceeds Normal Expectations	Meets Normal Expectations	Does Not Meet Normal Expectations	N/A
Health, Energy, Endurance				
Appearance, Speech, Manner				
Personal Integrity				
Emotional Maturity and Stability				
Sense of Responsibility				
Initiative				
Dependability and Promptness				
Sound Judgment/Common Sense				
Leadership Ability				
Willingness to Learn and Try New Things				
Awareness of Children's Needs and Interests				
Ability to Work with Groups of Children				
Ability to Work with Children on an Individual Basis				
Ability to Work with Adults				
Ability to Work Under Supervision				
Acceptance of Constructive Criticism				
Positive Attitudes toward persons of other races, nationalities, religious and socio-economic backgrounds				

4. The applicant will be working with girls, ages 6 to 17, in a day or resident camp environment. Describe briefly why you believe the applicant could or could not handle this situation:

5. The camping situation calls for continued close association with other adults—including co-workers and supervisors. It is important that the applicant be able to work well with peers and other adults and respond to supervision. In what ways will the applicant contribute to the group?

6. Describe briefly how you feel the applicant would react in an emergency or unusual circumstance:

7. The applicant will be required to assume responsibility and carry out assignments with a minimum of supervision. Based on your knowledge of applicant, how will he/she accomplish this?

8. How would the applicant function as a team member?

9. Would you entrust the care of your children to the applicant?

10. How would you rate the applicant as a potential camp staff member?
Below Average _____ Average _____ Above Average _____ Exceptionally Strong. _____

Name _____

Address _____

City _____ State _____ Zip _____

Primary Phone _____ Secondary Phone _____

Email _____

Signature _____ Date _____