

11. Listed below are some tendencies which, if present, may reduce the effectiveness of the missionary's work and witness. Underline any characteristics or traits which you have noted in the applicant:

Impatient, intolerant, argumentative, domineering, sullen, "cocky", critical of others.

Easily embarrassed, offended, discouraged, depressed, or irritated.

Frequently worried, anxious, nervous, or tense.

Prejudiced toward groups, races or nationalities.

Given to exclusive and absorbing friendships, i.e. "cliques."

Lacking humor, or inability to take a joke.

If you have noted any of these or similar limitations in the applicant, please comment below, describing the form and intensity of such behavior:

12. Is there any indication that the applicant's decision to enter Christian service has been:

- Motivated solely by a call from God
- Motivated by a desire to travel, adventure, or cultural development
- Motivated by a desire to exercise power or control over less-privileged people
- Motivated by a desire to escape a difficult personal, family or vocational situation

13. If you have observed the applicant in his _____ occupation/profession, estimate his performance in relation to normal or professional standards as:

- Below normal expectations
- Meets normal expectations
- Above normal expectations

14. How do you rate the applicant's promise in missionary service?

- Rare find
- Above average
- Average
- Below average
- Should be discouraged

Please state frankly your opinion of the applicant's all-round fitness for missionary service, adding significant information and impressions which have not been brought out by the preceding questions.

Signed _____

Address _____

Date _____

Thank you for taking the time to fill out this form. Please mail completed form to:

The Personnel Director
CLC Ministries International
PO Box 1449
Fort Washington, PA 19034



Reference Form

Private and Confidential

Dear _____

_____ of _____

has applied for acceptance as a member of this mission and has given your name as a reference. As it is essential that great care be taken in the selection of applicants for missionary work, we shall be grateful if you will reply to the questions below as far as you are able to do so. Frank statements (withholding nothing, favorable or unfavorable) will be appreciated. Omit items concerning which you have had no opportunity to observe. All information will be treated with the strictest of confidence.

Sincerely,

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1. How long and in what capacity have you known the applicant?
 2. Give any information you can concerning home conditions and family background which bears upon the applicant's suitability for missionary service.
 3. Has the applicant come to a saving knowledge of Jesus Christ?
 4. Has the applicant continued to grow in grace since conversion, and are there marks of spiritual maturity?
 5. What do you know of the applicant's devotional life?
 6. Has the applicant shown genuine concern for the salvation of souls?
 7. What Christian work has the applicant been engaged in, and with what result?
 8. Does the applicant hold any doctrinal view not commonly held by evangelical Christians?
 9. Is the applicant discreet in relationships toward the opposite sex?

10. Please rate the applicant with respect to each of the characteristics listed below by checking the *one* item under each heading which most nearly represents your evaluation.

a. Physical condition

Feel free to make honest comments — examples

- Frequently incapacitated
- Somewhat below par
- Fairly healthy
- Good Health
- Rugged and vigorous

b. Intelligence

- Learns and thinks slowly
- Average mental ability
- Alert, has a good mind

c. Initiative/Creativity

- Does only what is assigned
- Has capacity — needs guidance
- Is a self-starter
- Has superior creative ability

d. Leadership (ability to inspire others and maintain their confidence)

- Makes no effort to lead
- Tries but lacks ability
- Has some leadership promise
- Good leadership ability
- Unusual ability to lead

e. Team work

- Frequently causes friction
- Prefers to work alone
- Usually cooperative
- Able to work with those of different type or temperament
- Most effective in teamwork

f. Sensitivity

- Slow to sense how others feel
- Abrupt but warmhearted
- Understanding and tactful
- Unusually perceptive and considerate

g. Emotional Stability

- Somewhat over emotional
- Inclined to be apathetic
- Usually well-balanced
- Maintains balance and control under most difficult circumstances

h. Sound Judgment

- Indecisive
- Makes snap judgments
- Makes mature decisions
- Above average judgment

i. Adaptability (capacity to adjust to new situations)

- Finds adjustment difficult
- Adapts slowly
- Average ability to adjust
- Superior adaptability

j. Attitude Toward Authority

- Independent — resist authority
- Independent — accepts authority
- Cooperative under authority
- Prefers guidance

k. Perseverance

- Gives up easily
- Discouraged by difficulty
- Will persevere with encouragement
- Follows through to conclusion

l. Self-evaluation

- Proud of attainments
- Self-confident
- Inferiority complex
- Modest, true estimate of self

m. Wisdom in Use of Money

- Miserly
- Careless
- Extravagant
- Careful