



**Girl Scouts of
Conestoga Council
Resident Camp Staff**
Request for Reference

Girl Scouts of Conestoga Council
2530 University Avenue
Waterloo, IA 50701
(319) 232-6601 * 800-772-0043
Fax: (319) 232-3942

_____ has given your name as a reference in applying for a
position as _____ with Resident Camp Tahigwa.

Camp Tahigwa serves girls between the ages of six and seventeen on a 24-hour basis for four, six or ten days. We are seeking people who can understand and address the needs, abilities and interests of youth, appreciate an outdoor environment and demonstrate maturity, stamina, and sound judgment. The task of selecting the appropriate staff for such an important and responsible position can be difficult, thus your careful consideration of the applicant's leadership and skills will be of great assistance.

All responses are confidential. As further action depends upon your timely response, your prompt action is appreciated in this matter. Please return to: Camp Director, Camp Tahigwa, 318 Tahigwa Drive, Dorchester, IA 52140. Thank you.

Sincerely,

Amber Kuecker, Camp Director
Gene Averhoff, Properties Director/Camp Operations Manager

1. For how long and in what capacity have you known the applicant?

2. What knowledge do you have of the applicant's interest and ability to work with youth?

3. How well does she/he work with associates and others for the good of the group?
_____ Cooperates grudgingly; makes trouble; obstructionist
_____ Gives limited cooperation; neglects common good for own interests
_____ Cooperates with others toward accomplishment of common cause
_____ Cooperates willingly and actively regardless of self-benefit; makes things go smoothly
_____ Exceptionally successful in working with others and inspiring confidence

4. How responsible is she/he? Is she/he able to get things done on her/his own?
_____ Irresponsible even under supervision
_____ With constant supervision, will do satisfactory work
_____ Carries out routine activity under regular supervision
_____ Is able to accomplish work with limited supervision
_____ Is self-motivated to complete task and goes above and beyond expectations; need little supervision

5. Is the applicant a good leader?
_____ Poor leader; incapable of directing others
_____ Usually follows the lead of others
_____ Normally successful in directing and leading
_____ Very successful in leading and delegating to others
_____ Exceptional leader; inspires others along desirable lines of action

6. How does she/he react to suggestions or criticisms by others?
_____ Takes criticism as a personal insult
_____ Resents suggestions
_____ Listens to suggestion, but may act without considering them
_____ Follows suggestions willingly
_____ Asks for constructive criticisms and suggestions

7. How well does she/he control his/her emotions?
_____ Too easily depressed, irritated or elated
_____ Tends to be over-emotional
_____ Usually well-balanced emotionally
_____ Balances emotions well
_____ Unusual balance of responsiveness and control

8. How well does she/he apply energy and persistence in following a job through?
_____ Needs much prodding to complete work
_____ Rather indifferent; does not finish job
_____ Completes assigned tasks of her/his own accord
_____ Industrious, energetic, dependable at all times
_____ Unusual perseverance; does more than expected

9. Please rank the following characteristics as they pertain to the applicant and the position applied for.

1 – poor 2 – below average 3 – average 4 – above average 5 – excellent

- _____ Sincere liking and understanding of children
_____ Able to relate to children
_____ Emotional maturity
_____ Personal appearance
_____ Ability to relate to peers
_____ Specific skills and knowledge in area applied for
_____ Willingness to accept directions and supervision
_____ Flexibility
_____ Honesty
_____ Organized
_____ Manners
_____ Problem solving
_____ General health
_____ Patience
_____ Creativity
_____ Public image
_____ Tact
_____ Dependable
_____ Cooperation

10. What three adjectives would you use to describe the applicant?

11. Do you have any concerns about applicant's ability to work with youth?

Additional comments:

Date _____ Signature _____

Position _____

Phone _____