



Design For Leadership Reference Form

Name (of applicant)	Address	City	State/Zip
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has applied for admission to Defiance College DESIGN for LEADERSHIP. Persons involved in this program will be working part or full-time as staff members of local churches during their training period and upon completion of this program. We appreciate your assistance in evaluating this candidate. Your responses will be kept CONFIDENTIAL and used only by Defiance College administration.

1. How long and in what relationship have you known the applicant?

2. How do you evaluate the candidate's honesty, reliability, and sincerity?

If you have any reservations, please explain. (Use a separate sheet if needed)

3. Being successful in this program and working as a member of a church staff requires persons to be self-starters, to be able to manage time well and to be able to complete work on their own without immediate supervision. In your judgment, has this candidate given evidence of those abilities? If you feel the candidate may need assistance in this regard, please explain:

Please circle the statement in each category that best describes the applicant.

MOTIVATION	Purposeless	Vacillating	Usually purposeful	Effectively self-directed	Highly motivated
ENERGY & INDUSTRY	Seldom works even under pressure	Needs constant pressure	Needs occasional prodding	Works hard occasionally initiates	High initiative & industrious
INFLUENCE & LEADERSHIP	Negative	Passive	Cooperative but retiring	Occasionally leads	Judgment respected makes things go
CONCERN for OTHERS	Indifferent	Self-centered	Somewhat socially concerned	Generally concerned	Deeply & actively concerned
RESPONSIBILITY	Unreliable	Somewhat dependable	Usually dependable	Conscientious	Assumes much responsibility
EMOTIONAL STABILITY	Unstable	Sometimes unstable	Usually well balanced	Well balanced	Exceptionally stable

 Name (print) Signature Date

 Position/Title Name of Organization

 Address

 City State Zip

Please mail at once to:

 Coordinator
 DESIGN for LEADERSHIP
 Defiance College
 701 North Clinton Street
 Defiance, OH 43512