

# Mind the Gaps

## Reference Questionnaire for Missionary Candidates

Date: \_\_\_\_\_

\_\_\_\_\_ has applied for the position of long-term missionary service with our church. We have been referred to you for information about this applicant's character and fitness for cross-cultural service. We value your honest, straightforward evaluation in the following ratings and questions. Each person has assets and liabilities; therefore no one will be rejected or approved based solely upon your responses. **Be assured that your reply will be held in strict confidence.**

Your prompt cooperation in completing this form will be greatly appreciated.  
*Please return in the enclosed stamped envelope.*

How long have you known the applicant?

\_\_\_\_\_

In what capacity?

\_\_\_\_\_

### Please rate the following:

1. Moodiness:

Never or Rarely apparent       Somewhat apparent       Often apparent

2. Spiritual maturity:

Very mature       Mature       Somewhat mature       Immature

3. Perseverance:

Above Average       Average       Below Average

4. Self-discipline:

Above Average       Average       Below Average

5. Social poise:

Above Average       Average       Below Average

6. Emotional stability:

Frequently unstable       Sometimes unstable       Stable

**Please answer the following questions:**

1. How does this applicant respond under pressure/stress? \_\_\_\_\_

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2. How does this applicant respond to authority? \_\_\_\_\_

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3. How would this person represent our church to the world? \_\_\_\_\_

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4. Is there some conflict in this applicant's life that is a concern? If so, what is your concern?

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5. What degree of success would you predict for the applicant in cross-cultural service?

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6. Is there any indication this applicant's desire for service has been influenced by:

- Yes / No      \* A desire to escape difficult personal, financial, family or vocational situations?  
*Circle One*      \* An unrealistic appraisal of what is involved in international service?

If yes, please explain: \_\_\_\_\_

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7. What is your recommendation for this candidate's overall fitness for cross-cultural service?

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\_\_\_\_\_  
Signature of Reference

\_\_\_\_\_  
Date