



## Man in the Mirror Field Staff Confidential Character Reference

Name of applicant: \_\_\_\_\_

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

Dear \_\_\_\_\_,

I am pursuing a position on the Field Staff team with Man in the Mirror, a non-profit Christian organization focused on helping every church disciple every man. Please help me out by giving your candid responses to the questions below. I appreciate your time and assistance.

Sincerely,

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**CONFIDENTIAL -- Please do not return to applicant. Return to:**

**Man in the Mirror**

**ATTN: Human Resources**

**1375 State Road 436**

**Casselberry, FL 32707**

**or scan and email to: [HR@maninthemirror.org](mailto:HR@maninthemirror.org)**

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**Your answers will NOT be shared with the applicant.**

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How long have you known the applicant, and what is the nature of your relationship?

\_\_\_\_\_

If you are a current or previous employer, would you rehire this applicant? If so, what position? If not, why?

\_\_\_\_\_

\_\_\_\_\_

Can you give an example of this person leading a project to completion?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

How does this person respond to designated authority and standards?

\_\_\_\_\_

\_\_\_\_\_

Are you aware of any instances of sexual immorality in this person's life?

\_\_\_\_\_

\_\_\_\_\_

What would you say are this person's most significant strengths?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Weaknesses?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Man in the Mirror Field Staff members raise their own financial support. If this person was to join the Field Staff, how confident would you be in their ability to receive support in these areas?

|                                    | Unknown | Low |   |   | High |   |
|------------------------------------|---------|-----|---|---|------|---|
|                                    |         | 1   | 2 | 3 | 4    | 5 |
| Prayer Support                     |         |     |   |   |      |   |
| Missions Committee                 |         |     |   |   |      |   |
| Financial Support                  |         |     |   |   |      |   |
| Financial Support from Individuals |         |     |   |   |      |   |

Please check the number that best describes YOUR perception of this person.

|   |   |
|---|---|
| <b>Spiritual Maturity</b><br>Evaluate the applicant's Christian faith experience.         | <input type="checkbox"/> 0<br>Immature <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Average <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Growing <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Unusual  |
| <b>Church Involvement</b><br>Evaluate the applicant's relationship with a local church.   | <input type="checkbox"/> 0<br>Infrequent church attendance <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Frequent church attendance <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Active in local church ministry <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Deeply involved in church life and ministry |
| <b>Social Acceptance</b><br>How does the applicant's personality affect others?           | <input type="checkbox"/> 0<br>Tolerated <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Accepted <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Well-liked <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Sought after  |
| <b>Social Awareness</b><br>How responsive is the applicant to the feelings of others?     | <input type="checkbox"/> 0<br>Slow to respond <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Fairly responsive <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Thoughtful and considerate <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Unusual insight and understanding                                      |
| <b>Emotional Stability</b><br>How does the applicant react in stressful situations?       | <input type="checkbox"/> 0<br>Somewhat Unstable <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Fairly well-balanced <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Well-balanced <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Unusually well-balanced  |
| <b>Poise</b><br>What is the applicant's public demeanor?                                  | <input type="checkbox"/> 0<br>Very insecure <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Exhibits little confidence <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Moderate self-confidence <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Very self-confident   |
| <b>Leadership</b><br>Evaluate the applicant's leadership abilities.                       | <input type="checkbox"/> 0<br>Never leads <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Fair <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Average <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Exceptional  |
| <b>Responsibility</b><br>How well is the applicant able to assume responsibility?         | <input type="checkbox"/> 0<br>Unable to assume responsibility <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Fairly responsible <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Average -- takes some initiative <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Very responsible                                |
| <b>Cooperation</b><br>Evaluate the applicant's willingness to lead through serving others | <input type="checkbox"/> 0<br>Unwilling <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3<br>Indifferent <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6<br>Usually willing <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10<br>Outstanding   |

|   |  |
|---|--|
| <b>Teamwork</b><br>Evaluate the applicant's ability to function in a team relationship.                               | <input type="checkbox"/> 0<br>Somewhat Unstable <input type="checkbox"/> 1<br><input type="checkbox"/> 2<br><input type="checkbox"/> 3<br>Fairly well-balanced <input type="checkbox"/> 4<br><input type="checkbox"/> 5<br>Well-balanced <input type="checkbox"/> 6<br>Well-balanced <input type="checkbox"/> 7<br><input type="checkbox"/> 8<br><input type="checkbox"/> 9<br>Unusually well-balanced <input type="checkbox"/> 10   |
| <b>Communication</b><br>Evaluate the applicant's ability to present thoughts with logic and clarity.                  | <input type="checkbox"/> 0<br>Not able to communicate <input type="checkbox"/> 1<br><input type="checkbox"/> 2<br><input type="checkbox"/> 3<br>Occasionally misunderstood <input type="checkbox"/> 4<br><input type="checkbox"/> 5<br>Usually clear and logical <input type="checkbox"/> 6<br>Usually clear and logical <input type="checkbox"/> 7<br><input type="checkbox"/> 8<br><input type="checkbox"/> 9<br>Superior ability to communicate <input type="checkbox"/> 10 |
| <b>Potential for Ministry</b><br>How does the applicant compare in potential for ministry with others you have noted? | <input type="checkbox"/> 0<br>Lower 50% <input type="checkbox"/> 1<br><input type="checkbox"/> 2<br><input type="checkbox"/> 3<br>Upper 50% <input type="checkbox"/> 4<br><input type="checkbox"/> 5<br>Upper 25% <input type="checkbox"/> 6<br>Upper 25% <input type="checkbox"/> 7<br><input type="checkbox"/> 8<br><input type="checkbox"/> 9<br>Upper 10% <input type="checkbox"/> 10  |

**I recommend this person as Field Staff member for Man in the Mirror:**

☐ I do not recommend acceptance  
 ☐ with reservation  
 ☐ with some confidence  
 ☐ with enthusiasm

Other comments:

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

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Company/Position: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Phone: \_\_\_\_\_

May we contact you to follow up with any questions? ☐ Via email ☐ By phone ☐ No