



**Girl Scout Council of the Southern Appalachians, Inc.**  
 1567 Downtown West Boulevard, Knoxville, TN 37919  
 800/474-1912 or 865/688-9440  
 Fax 865/689-9835 ♦ www.girlscoutcsa.org

# CONFIDENTIAL REFERENCE

\_\_\_\_\_ has applied for the position of \_\_\_\_\_  
 at Camp Tanasi and has given your name as a reference.

Our camp serves girls ages 5 – 17 and their adult leaders and volunteers. All staff are expected to share in the leadership of camp, particularly by serving as positive role models for campers.

The applicant, if hired, will need to adjust to somewhat primitive living conditions; work with girls and adults in an informal group situation; live and work closely with other staff members; and participate in such activities as hiking, fire building, cooking, games, singing, canoeing, etc.

Thank you for taking time to give us an estimate of the abilities and attitudes of this applicant by **circling the words below which you feel best describe this person.**

- |              |                 |                 |                   |
|--------------|-----------------|-----------------|-------------------|
| Respectful   | Flighty         | Optimistic      | Exceptional       |
| Friendly     | Needs direction | Unreliable      | Self-centered     |
| Rude         | Easy going      | Stable          | Neat & tidy       |
| Resourceful  | Flexible        | Takes direction | Buoyant           |
| Leader       | Tactful         | Bouncy          | Pioneering        |
| Presentable  | Critical        | Takes control   | Mature            |
| Trustworthy  | Cooperative     | Considerate     | Gives direction   |
| Enthusiastic | Dependable      | Cheerful        | Down to earth     |
| Dishonest    | Team Player     | Attentive       | Successful        |
| Active       | Personable      | People Person   | Healthy           |
| Follower     | Pessimistic     | Energetic       | Follows the rules |
| Thoughtful   | Deliberate      | Helpful         | Sloppy            |
| Assertive    | Honest          | Lethargic       | Moody             |
| Other _____  | Other _____     | Other _____     | Other _____       |

*Please return completed reference form to:*

Girl Scout Council of the Southern Appalachians  
 ATTN: Becky Cavender  
 1567 Downtown West Blvd  
 Knoxville, TN 37919  
 Or fax to: 865/689-9835

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**PLEASE COMMENT ON THE FOLLOWING**

In what capacity and for how long have you known the applicant?

What do you see as two of the applicant's greatest strengths?

In what two ways does the applicant show a need for growth and development?

Are there any factors which might limit the applicant's effectiveness in the camp community?

Is the applicant capable of working with girls and adults of ethnic and cultural backgrounds different from her/his own? Explain.

Would you be willing to place your daughter (or any girls for whom you are responsible) in the care of the applicant?

It is extremely important in the camp setting for staff to model the highest standards in language, manner, respect for self and consideration for other. Do you feel the applicant is capable of leading youth and peers in this way? Please comment.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Position \_\_\_\_\_ Day Phone \_\_\_\_\_

Address \_\_\_\_\_