

## Tennessee Baptist Children's Homes, Inc. Reference Questionnaire for Employment

\_\_\_\_\_ has applied for employment with the Tennessee Baptist Children's Homes.

I. Please explain in what capacity you have know the applicant \_\_\_\_\_  
How long? \_\_\_\_\_

II. Please answer the questions below by placing a check mark in the column that best describes the qualities or characteristics of this person.

Above Average	Average	Below Average	Unknown	
				1 Is effective in relating to children 6-12 years of age.
				2 Is effective in relating to teenagers
				3 Gives evidence of understanding the developmental needs of children and youth
				4 Exercises firmness in dealing with children and youth
				5 Exercises consistency in dealing with children and youth
				6 Exercises patience in dealing with children and youth
				7 Demonstates empathy toward people
				8 Demonstrates compassion toward people
				9 Handles stress appropriately
				10 Demonstrates a forgiving nature
				11 Demonstrates a nurturing personality
				12 Is discreet in conversations (respects personal privacy and confidence)
				13 Is repected by associates and community
				14 Effective in limit setting and providing structure
				15 Uses fair, consistent discipline
				16 Demonstrates high moral values in daily life

**Tennessee Baptist Children's Homes, Inc.  
Reference Questionnaire for Employment cont.**

III. Please answer "YES" or "NO" to the following guidelines based upon your personal knowledge

YES	NO

- 1 Does this person use tobacco products?
- 2 Does this person use alcohol?
- 3 Does this person use illegal drugs?
- 4 Does this person attend church regularly?
- 5 Would you feel comfortable with your own children spending a weekend or a holiday with this person?
- 6 Do you feel this person would be a Christian role model for a child/young person?

IV. Are there others who could supply information about this person/family?

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**Name** **Address**

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**Name** **Address**

V. Additional info/comments regarding applicant, their children, extended family members and non-family residents in the household:

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I understand that my response to this inquiry will be kept confidential.

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**Printed Name** **Date**

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**Signature**

Please return questionnaire in the enclosed envelope or email to [HR@tennesseechildren.org](mailto:HR@tennesseechildren.org)