

Tennessee Baptist Children's Homes, Inc.
REFERENCE QUESTIONNAIRE for EMPLOYMENT

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

I. In what capacity have you known the applicant. _____
 How long? _____

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

Tennessee Baptist Children's Homes, Inc.
REFERENCE QUESTIONNAIRE for EMPLOYMENT
continued

III. Please answer "yes" or "no" to the following based on upon your personal knowledge.

- | YES | NO | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | 1. Does this person use tobacco products? |
| <input type="checkbox"/> | <input type="checkbox"/> | 2. Does this person use alcohol? |
| <input type="checkbox"/> | <input type="checkbox"/> | 3. Does this person use illegal drugs? |
| <input type="checkbox"/> | <input type="checkbox"/> | 4. Does this person attend church regularly? |
| <input type="checkbox"/> | <input type="checkbox"/> | 5. Would you feel comfortable with your own children spending a weekend or a holiday with this person? |
| <input type="checkbox"/> | <input type="checkbox"/> | 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?

_____	_____
Name	Address
_____	_____
Name	Address

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

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

_____	_____
Printed Name	
_____	_____
Signature	Date

Please return questionnaire in the enclosed envelope or email to HR@tennesseechildren.org.