

## McGaw YMCA Camp Echo Applicant Reference

Applicant's Name: \_\_\_\_\_ Position Applied For: \_\_\_\_\_

The above named person is applying for a staff position at Camp Echo, a Michigan-based coed resident youth camp operated by the McGaw YMCA in Evanston. We require three written references for each applicant.

How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_

Consider the applicant and **circle the appropriate number from 1 to 5** in each area. We are looking for a profile that describes this person. We expect to see ratings that range from 1 to 5; the comments you write below will have much more of an impact on our hiring decision. Your information will be kept confidential.

- |  |            |   |   |   |   |   |                |
|--|------------|---|---|---|---|---|----------------|
| <b>Maturity.</b> How confident are you of this person's judgment?            | Not At All | 1 | 2 | 3 | 4 | 5 | Extremely      |
| <b>Enthusiasm.</b> What type of personality does this person have?           | Distant    | 1 | 2 | 3 | 4 | 5 | Engaging       |
| <b>Leadership.</b> What type of role does this person take in a group?       | Follower   | 1 | 2 | 3 | 4 | 5 | Leader         |
| <b>Dedication.</b> What is this person's commitment to what they do?         | Peripheral | 1 | 2 | 3 | 4 | 5 | Absorbed       |
| <b>Responsibility.</b> How does this person handle assigned tasks?           | Erratic    | 1 | 2 | 3 | 4 | 5 | Solid          |
| <b>Cooperation.</b> How do others feel this person is to work or be with?    | Difficult  | 1 | 2 | 3 | 4 | 5 | Easy           |
| <b>Self-Image.</b> How does this person feel about him/herself?              | Unsure     | 1 | 2 | 3 | 4 | 5 | Self-Confident |
| <b>Resilience.</b> How does this person react to setbacks?                   | Crumbles   | 1 | 2 | 3 | 4 | 5 | Adaptable      |
| <b>Flexibility.</b> How willing is this person to accept criticism/guidance? | Stubborn   | 1 | 2 | 3 | 4 | 5 | Open           |
| <b>Initiative.</b> How often does this person go beyond what's required?     | Rarely     | 1 | 2 | 3 | 4 | 5 | Always         |

Comment on any of the above. Tell us how you think this person will function on a camp staff, working with and around children ages 8 to 18, or in a support position that helps the camp meet its goals of safety and fun.

---

---

---

---

---

---

---

---

---

---

Your Name: \_\_\_\_\_ Position: \_\_\_\_\_

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

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_ Hours: \_\_\_\_\_

**Mail, Fax, or Email as a JPEG to: Meredith Stevens, Program Manager** <merediths@mcgawymca.org>  
Before May 14, 2010: McGaw YMCA, 1000 Grove Street, Evanston IL, 60201 Fax: 847-475-7959  
On or after May 14, 2010: Camp Echo, 3782 S. Triangle Trail, Fremont MI, 49412 Fax: 231-924-0061