



REFERENCE FORM

RODEM HOUSE, 752, VIKAS NAGAR, NAYAGAON, MOHALI, PUNJAB 160103 • ADMISSIONS@NIITS.NET • WWW.NIITS.NET

The Admissions Committee gives serious consideration to the reference for pursuing studies at NORTH INDIA INSTITUTE OF THEOLOGICAL STUDIES and keeps it in strict confidence. Our primary concern is to take people who are called by God for such training and have the discipline to develop and use their spiritual gifts. We greatly appreciate your honest and careful consideration of the applicant. After completely filling out this reference form at your earliest possible convenience, please **return it DIRECTLY to the Principal, NIITS**. Thank you.

NAME OF THE APPLICANT:

1. How long have you personally known the applicant? _____ (Years)

How well? Very well Rather well Casually Not well
In what relationship? Teacher Pastor Friend Employer Adviser Other

2. Please rate the candidate by ticking (☐) one or more items under each of the headings below. If you wish, describe briefly and concretely specific instances that support or interpret your judgment. Do not tick items concerning which you feel uncertain or which you have had no opportunity to observe.

Physical Condition

- Frequently incapacitated
- Fairly healthy, but somewhat below par
- Good health
- Rugged and vigorous

Sociability or Friendliness

- Avoided by others
- Tolerated by others
- Liked by others
- Well-liked by others
- Sought by others

Perseverance (in completing task)

- Gives up easily/easily discouraged
- Needs encouragement to persevere
- Persists in most circumstances
- Persists even under adversity

Teamwork (ability to work with others)

- Frequently causes friction
- Prefers to work alone
- Usually cooperative
- Able to work with those of different personality or temperament
- Most effective in team work

Achievement (ability to formulate, execute, and carry plans to conclusion)

- Does only what is assigned
- Starts but does not finish
- Meets average expectations
- Resourceful and effective
- Superior creative ability

Responsiveness (to other's feelings/needs)

- Slow to sense how others feel
- Reasonably responsive
- Understanding and thoughtful
- Responds with unusual insight and consideration

Emotional Adjustment

- Yields to urges or cravings
- Tense, fearful, worried
- Easily angered, easily frustrated
- Downhearted, depressed
- Maintains balance, self-controlled

Teachability

- Rigid, argumentative
- Highly opinionated
- Open-minded
- Willing to receive instruction
- Eager to receive instruction

Intelligence

- Learns and thinks slowly
- Average mental ability
- Alert; has a good mind
- Brilliant; exceptional capacity

Wisdom in use of money

- Talks frequently of debt/financial worries
- Expects others to meet needs
- Careless
- Extravagant
- Careful, has a budget

Leadership (ability to inspire others and maintain their confidence)

- Makes no effort to lead
- Tries but lacks ability
- Has some leadership promise
- Good leadership ability
- Unusual ability to lead

Self Image

- Insecure
- Inferiority complex
- Self-confident
- May be prone to boast
- Modest, true estimate of self

3. How is this applicant gifted for full time Christian service?

4. Do you have any reason to doubt the applicant's personal integrity? If so, please specify.

5. How would you evaluate applicant's relationship with his/her spouse? (if married)

Don't know Superficial Detached/alooof Reserved Warm/growing Exemplary

6. What have you (or the church) recognized as the primary qualifications of the applicant for Christian ministry and why?

7. What do you believe to be the applicant's motivation in applying to NIITS?

8. Please list any and all reservations you have concerning the applicant.

9. What might be the main hindrances to the applicant's training at NIITS in Chandigarh?

10. Would you hire the applicant for your organization or church staff or prefer him/her as a colleague? Why or Why not?

11. How would you rate the applicant's potential effectiveness in full-time Christian ministry?

Exceptionally good Very good Good Fair Poor

If there are additional facts that we should know, please write them on a separate sheet. You may include the names and address of additional references that you think will be of help in evaluating this applicant.

SUMMARY

Recommended with enthusiasm

Signature: _____

Recommended

Name (CAPITALS): _____

Recommended with reservations

Position: _____

Not recommended

Church/Organization: _____

Please contact me for further information

Address: _____

Date Filled: _____

Phone: _____ Fax: _____ Email: _____