

# YMCA CAMP KERN

## WIT Reference Form

**Applicant's Name:**

---

This individual has applied for the Wrangler in Training program at YMCA Camp Kern, a year-round resident camp located in southwestern Ohio. We would greatly appreciate your honest and candid evaluation of this individual. This information will be held in the strictest possible confidence. Processing of the candidate's application will not continue without YMCA Camp Kern receiving this reference.

All YMCA Camp Kern WIT's live and work with 10 - 16 year old children from diverse backgrounds with a variety of abilities. They must be excellent role models whom parents would want their children to emulate. Additionally, WIT's serve as assistant instructors for horseback riding lessons, trail rides, and various other camp activities.

If you have any questions, please feel free to call us at 800-255-5376 in Ohio, or 513-932-3756 ext. 1531. We thank you for your assistance in helping us choose the best role models and care givers for our campers.

Sincerely,  
Amanda Neal  
Equestrian Director  
YMCA Camp Kern

**Please return this form to: YMCA Camp Kern, Attn: Amanda Neal, 5291 State Route 350, Oregonia, OH 45054 or FAX: 513-932-8607**

Your Name \_\_\_\_\_ Date: \_\_\_\_\_

Position: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

**Please describe the number of years you have known the applicant, the nature of your contact, and the capacity in which you know the applicant:**

---

---

**Please check the box that best applies to the applicant:  
How extensive has your contact been with this person?**

Daily contact    Observed this person frequently    Observed this person infrequently    Have seen records and reports

**Is this person able to work well with many types of people?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Is this person responsible?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Does this person work well with little or no supervision?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Does this person accept criticism well?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Does this person gather ample information before reaching a decision?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Does this person display the YMCA four core values of Caring, Honesty, Respect and Responsibility?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Is this person willing to go the extra mile?**

All of the time    Usually    Some of the time    If necessary    Usually not    Never    Do not know

**Would you personally be happy to have your own child under this person's direct care and influence?**

Yes, with no reservations    Yes, with some reservations    Maybe, some things considered

Probably not    No, definitely not

Please explain your answer:

---

---

**Please rate the candidate in the following areas:**

**General Behavior**

Well above average    Above average    Average    Below average    Well below average

Comments \_\_\_\_\_

**Social Ability and Communication Skills**

Well above average    Above average    Average    Below average    Well below average

Comments \_\_\_\_\_

**Friendliness Towards Others**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Enthusiasm**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Internal Motivation**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Willingness to Cooperate**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Ability to Supervise Others**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Leadership Amongst Peers**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Teamwork**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Common Sense**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Organizational Abilities**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Initiative**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Creativity and Imagination**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Trustworthiness**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Self-confidence**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Emotional Control**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Dependability**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Conscientious Worker**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Time Efficiency**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Consideration of Others**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Cleanliness**

|                      |                 |           |                 |                      |
|----------------------|-----------------|-----------|-----------------|----------------------|
| ↙ Well above average | ↙ Above average | ↙ Average | ↙ Below average | ↙ Well below average |
|----------------------|-----------------|-----------|-----------------|----------------------|

---

**Additional comments that will help give a clear picture of this candidate's character and suitability for a Counselor in Training position:**

**Thanks again for taking the time to complete this form.**