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| --- | --- | --- |
| Candidate's Name  Referee's Name |  |  |

*(Please type or write in black ink as your reference will be photocopied for the use of the Bishops’ Advisers. Please give examples to support your remarks wherever possible)*

1. In what capacity have you known the candidate?

* For how long?
* How recently?
* What is your professional relationship to the candidate?

2. What evidence have you seen of the candidate's ability to cope with change, and with sudden or prolonged stress?

3. What evidence have you seen that the candidate is aware of their strengths and limitations?

4. How emotionally stable do you consider the candidate’s to be?

* What evidence do you have for this?

5. Please comment on the degree of integrity and honesty that you have found in the candidate.

6. What do you see as the candidate's

* main strengths?
* main weaknesses?

7. What evidence have you seen of the candidate's ability to get on with and work alongside people different from themselves?

8. To what extent does the candidate have the respect of their colleagues?

9. What evidence have you seen that the candidate is effective in:

* exercising leadership?
* responding to authority?
* delegating responsibility?

10. In what ways has the candidate shown a capacity to analyse a situation and work out solutions to problems?

11. What evidence have you seen of the candidate's ability to work effectively:

* alone?
* with others?

12. What evidence have you seen of the candidate’s ability to organise and manage their time?

13. What evidence have you seen of the candidate’s ability to prioritise tasks?

14. What evidence have you seen of the candidate’s ability to take initiative in his/her work?

15. In what ways has the candidate's Christian faith been evident in their daily occupation?

* Has this been appropriate?

16. Do you know of any reason why the Church might be unwise to accept this person to train for ordained ministry? If so, please specify.

17. Has the candidate seen this reference?

. Is there anything else you wish to add?

Signed…………………………………………………………………..Date……………………

If this reference is to be e-mailed please type your name and ensure that the reference is dated.