



## VETERINARY PROFESSIONAL / PEER REFERENCE FORM

Date submitted to reference: \_\_\_\_\_

Reference Name & Address: \_\_\_\_\_  
\_\_\_\_\_

Applicant's Name: \_\_\_\_\_

This applicant has applied for a position with our short-term missions program. You are receiving this form because s/he has listed you as a professional or peer reference in the veterinary profession. We are asking you to please assist us in evaluating the applicant's qualifications by completing the following form. Pass over any items that may be outside your range of knowledge. If you are a family member or spouse, you cannot serve as a reference. We are grateful for your cooperation and will treat your reply confidentially. This reference form should be returned directly to Christian Veterinary Mission by email ([shortterm@cvmusa.org](mailto:shortterm@cvmusa.org)), fax (206-546-7458) or post mail. If you have any questions, please contact the Short-term Coordinator at [shortterm@cvmusa.org](mailto:shortterm@cvmusa.org) or call 206-546-7472.

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1. How long have you known the applicant? In what capacity do you know the applicant?

2. Estimate the applicant's ability in his/her profession or trade.

3. Please comment on how well the applicant works up to his/her potential.

4. How well does the applicant interact with people?

5. Would you say the applicant would work better in a team or independently?

6. How would you say the applicant relates to authority on the job?

7. How do you rate the applicant's possible success in international service?

- Outstanding
- Above average
- Average
- Below average
- Should be discouraged

**SOCIAL**

	Not Known	Poor	Below Average	Average	Above Average	Excellent
Consideration of others						
Poise (social)						
Friendliness						
Sympathy						
Neatness of person						
Tactfulness						
Willingness to apologize						
Willingness to forgive						
Discreet to opposite sex						
Marital harmony						
Discipline of Children						
Attitude towards those of another race						

Comment on the above:

**SPIRITUAL**

	Not Known	Poor	Below Average	Average	Above Average	Excellent
Spiritual maturity						
Knowledge of the word						
Humility						
Faithfulness in Christian work						
Personal witness						
Moral character						
Consistency						

Comment on the above:

**PRACTICAL**

	Not Known	Poor	Below Average	Average	Above Average	Excellent
Drive						
Perserverance						
Adaptability						
Punctuality						
Dependability						
Common sense & judgment						
Respect for authority						
Financial responsibility						
Use of time						
Business Ability						
Ability to work with others						
Demonstrates success in past endeavors						
Decisiveness						
Initiative						
Integrity						
Sincerity						

Comment on the above:

**NEGATIVE TRAITS**

	Not Known	Never	Rarely	Sometimes	Often	Always
Boisterousness (offensive)						
Argumentative						
Inclination to exaggerate						
Intolerance						
Sullenness						
Irritability						
Holds grudges						
Aloofness						
Capriciousness						
Over-emotional						
Domineering						
Inferiority complex						
Superiority complex						
Critical						
Selfishness						
Jealousy						
Gossip						
Laziness						
Tendency towards snap judgments						
Tendency towards discouragement						
Carelessness						
Impractical						

Comment on the above:

**PHYSICAL AND EMOTIONAL**

	Not Known	Poor	Below Average	Average	Above Average	Excellent
Health						
Energy						
Endurance						
Emotional Stability						
Patience (Control of temper)						

Comment on the above:

**INTELLECTUAL**

	Not Known	Poor	Below Average	Average	Above Average	Excellent
Leadership						
Self-discipline						
Ability to formulate, execute and carry plans to conclusion						
Optimism						
Scholarship						
Teach ability						
Intelligence						
Clarity of expression						
Carefulness in speech						
Alertness to new ideas						
Maturity for age						

Comment on the above:

**Summary Comments:** Please state frankly your opinion of the applicant's all-around fitness for service with CVM.

**Please return this form at your earliest convenience via:**

Email: [shortterm@cvmusa.org](mailto:shortterm@cvmusa.org)  
 Fax: (206) 546-7458  
 Post mail: Christian Veterinary Mission  
 ATTN: Short-term Missions Coordinator  
 19303 Fremont Ave. N.  
 Seattle, WA 98133

Thank you for your time in completing and returning this form!