

3. What fruit(s) of the Spirit (character of Christ) do you see most displayed in the applicant's life and ministry (Gal 5:22-23)?

Ministry

4. What are the applicant's greatest strengths in ministry? What ministry gifts/strengths are evident? Please explain.
5. In what areas of ministry could the applicant benefit from further development and/or attention? Please explain.

Character

6. Give your opinion of the applicant's character: general maturity and stability, honesty and reliability, diligence in assignments, willingness to serve humbly without notice, moral uprightness, and/or other relevant points. Give examples. Have you ever had reason to question the applicant's ethical or moral character? Please explain.
7. How would you describe the applicant's reputation within the church or place of ministry (1 Timothy 3:8)?
8. How would you describe the applicant's reputation outside the church or place of ministry (1 Timothy 3:2, 7; Titus 1:6)?

Academic

9. Describe the applicant's ability to do rigorous academic work.
10. How well does the applicant manage his/her time? How well will he/she be able to add the stress of studies to ministry?

Interpersonal Relationships

11. Describe the nature of the applicant's relationships within marriage, family, and close friends (1 Timothy 3:2-5; Titus 1:6). Give examples of strengths and of struggles.
12. How does the applicant respond to conflicts and solve problems in relationships (Matthew 5:23-24; Ephesians 4:1-3)?

13. Please place an "X" at the appropriate place on each scale. Mark above the "?" if you feel your knowledge of the applicant is insufficient in that particular area.

Teachability	?	1 Rigid, closed, or argumentative	3 Opinionated, Selectively receives instruction	5 Open to receive and consider instruction	7 Readily receives benefits, and integrates all instruction	9 Eager to receive, process, and share instruction with others
Responsibility	?	1 Not reliable to fulfill duties	3 Fulfills some obligations on time	5 Fulfills duties on time when monitored	7 Fulfills most obligations on time	9 Faithfully takes on and completes duties promptly
Perseverance	?	1 Gives up easily or is easily discouraged	3 Needs encouragement to persevere	5 Persists in most circumstances	7 Perseveres despite struggles & setbacks	9 Perseveres confidently in heavy adversity
Integrity	?	1 Has no convictions regarding honesty, Expediency rules	3 Tends to do or say what others expect	5 Generally honest; Compromises convictions under certain pressure	7 Reliably honest and upright, trustworthy	9 Consistently honest and upright in all speech & actions
Intelligence	?	1 Learns and thinks very slowly,	3 Falls behind, Doesn't understand fully	5 Average mental ability Good learner, works hard	7 Alert; has a good mind, Perceptive	9 Brilliant; insightful; Exceptional capacity
Emotional Adjustment	?	1 Yields to urges and impulses, no control	3 Tense, fearful, or worried, Easily frustrated, angered	5 Generally steady outside, has strong internal ups & downs	7 Usually positive, emotions under control	9 Maintains joyful balance and self-control, mature
Self-image	?	1 Inferiority complex; Withdrawn	3 Tends to be insecure, False front	5 Moderately secure; Average self-confidence	7 Authentic, balanced view of self, secure	9 Strong identity in Christ, confident
Marital Harmony (if applicable)	?	1 Destructive marriage; Problems dominate	3 Some problems apparent, struggles	5 Positive marriage No apparent problems	7 Strong, growing, intimate marriage	9 Joyful, mature teamwork; Overflowing love
Leadership	?	1 Makes no effort to lead	3 Tries but lack ability to lead	5 Has some ability to direct and influence others	7 Good leadership ability; Respected by most	9 Has demonstrated unusual ability to lead; Well respected
Decisiveness	?	1 Indecisive, avoids making decisions	3 Makes decisions only after much deliberation	5 Makes decisions but is dependent upon others	7 Can analyze options and choose a direction	9 Makes confident decisions after appropriate deliberation
Achievement	?	1 Does only what is assigned	3 Starts but does not finish	5 Meets average expectations; Steady performer	7 Resourceful and very effective	9 Superior, creative ability and capacity
Cooperation/ Team work	?	1 Works best alone Creates tension in group	3 Source of occasional problems in group	5 Plays a role in group, faithful, supportive	7 Makes strong contribu- tions to group, flexible	9 Works extremely well with others, builds up group
Communication	?	1 Unable to present thoughts in an under- standable way	3 Expresses thoughts with great difficulty	5 Can express thoughts with clarity and logic	7 Is able to make complex ideas understood	9 Exceptionally articulate; Persuasive, winsome
Personal finances	?	1 Frequent debts and problems	3 Spends money irresponsibly	5 Usually has just enough to meet current needs	7 Careful, has a budget, plans, has extra, shares	9 Good steward, plans, saves; Give generously

14. To what degree would you say the following traits are apparent in the life of the applicant? Place an "X" at the appropriate place on each line. Add comments to clarify below each line if needed.

	Don't Know	Frequently	Occasionally	Seldom	Never
Critical Attitude (grumbling, negative spirit)	_____	_____	_____	_____	_____
Procrastination (missing deadlines, late)	_____	_____	_____	_____	_____
Domineering manner (pushy, self centered)	_____	_____	_____	_____	_____
Discouragement (loss of heart, quitting)	_____	_____	_____	_____	_____
Anxiety (worry, fear, dread)	_____	_____	_____	_____	_____
Depression (constant sadness, no energy)	_____	_____	_____	_____	_____
Irritability (quickly angered)	_____	_____	_____	_____	_____
Homosexual tendencies (acting on attraction to same gender)	_____	_____	_____	_____	_____

Please give the name and address of another person who knows the applicant well:

Name _____ Relationship _____

Address _____

Contact number (email, phone, fax, beeper, etc.) _____

15. Do you have any reservations in recommending this person? If there are additional facts that you feel would be important for us to know, please write them on the back of this page or on another page.

Signature of Reference: _____ Date _____
MONTH/DAY/YEAR

Please, as soon as possible, complete and send this form directly to the:

ADMISSIONS OFFICE
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 INTERNATIONAL GRADUATE SCHOOL OF LEADERSHIP (IGSL)
 QCCPO Box 1495
 Quezon City, MM 1100 PHILIPPINES

If you are running late, you may also scan and email the forms to Ms. Grace Ang (Advanced Studies Admin Assistant) at rang@igsl.asia