



Applicant's Name	
Date	
Name of Reference	
Telephone Number	
Reason for Call	Your name was provided by _____ as a character reference. We are considering having _____ come into our home to watch our children. Would this be a good time to ask you a few questions about _____?
Relationship to applicant	BE VERY WARY OF FAMILY MEMBER REFERENCES!
How long have you known this applicant?	
What can you tell me about the applicant's personality or disposition?	
Can you describe the applicant's communication skills vis a vis work issues or concerns?	
How does the applicant interact with authority figures?	
To your knowledge, does the applicant smoke?	
To your knowledge, does the applicant drink? If yes, how often does the applicant drink?	
To your knowledge, is the applicant presently taking or has the applicant previously taken any drugs (other than over the counter or prescribed medication)?	
Have you ever seen the applicant in an emergency situation? If yes, can you tell me how the applicant handled the situation?	
What do you see as the applicant's strengths?	
In what areas do you think the applicant could develop?	
Can you comment on the applicant's ability to provide quality care to children in an unsupervised setting?	
If you had children, would you hire the applicant to care for them? If yes, why? If no, why?	
The applicant is applying for a position involving the care of my children unsupervised for up to 12 hours a day. Is there anything else you feel that I should know about the applicant before placing my children in this individual's care?	