Candidate Name:

Reference Name:

Contact method:

Date (d-MMM-yyyy):

The purpose of this questionnaire is to understand if the candidate will be reliable, properly motivated and if s/he is able to work effectively under stress.

1. How do you know the candidate? [How much weight can we give to his/her opinions?]

1. What qualities do you think best describes the candidate? [Basic personality of candidate]

1. It’s 3 AM and your neighbor’s elderly mother has wandered off in her nightgown into a snowstorm. This is a life or death scenario drawn from actual callouts where our team responded. How do you think the candidate would perform? [Tells the reference there are consequences to taking on the wrong person. Reveals candidate under pressure.]

1. Is there anything else you would like to tell us about this candidate? [Question 3 encourages reference to be thoughtful about response]

Interview conducted by:

Signature Date