

# Reference Questions

**Applicant:**

**Reference:**

**Date:**

Applicant is interested in serving on the DRC board of directors. The DRC provides community based mediation and conflict management skills training to Thurston and parts of Mason County. The Board provides strategic planning and oversight to DRC operations and serves as ambassadors to the community. The candidate has given us your contact information. We would like to gain your perspective on a few questions designed to help us get to better know the candidate.

1. Describe your relationship with the candidate.
2. Describe this person's ability to relate to diverse audiences.
3. Based upon the resume, the candidate appears to be a busy person. Do you know if this person has capacity to invest in a(nother) volunteer position? Is this candidate reliable, explain.
4. Do you know if this candidate has served on a board before, explain.
5. Do you know if this candidate has fundraising experience, explain.
6. Have you had the opportunity to observe this person under stress/with competing priorities? How does (s)he handle it?
7. How can we maximize this candidate's contributions to the DRC board?
8. Everyone has their strengths and growth opportunities. What are the strengths that you admire in (candidate)? What growth opportunity will serving on a volunteer board help this candidate achieve?
9. Would you care to offer any additional comments relating to the candidate? Is there anyone else I should talk to?