



# Professional Naturalist Fellowship

## *Reference Form*

\_\_\_\_\_ has applied to the Professional Naturalist Fellowship at Eagle Bluff Environmental Learning Center. Eagle Bluff is a private, non-profit, residential school offering environmental education programs year-round to students of all ages.

A Fellowship Naturalist's main responsibility is teaching two 3-hour classes to grades K-12 daily. They receive in-depth training in specific class content, instructional methods, and naturalist techniques throughout the fellowship. The nine-month position allows them the opportunity to sharpen their skills on visiting students, guided by positive and thorough evaluations.

Fellowship Naturalists work closely with students and peers on a daily basis. They therefore must be sensitive to the needs of others. They must be exceptional in their drive to learn, have a science background, and be willing to work hard. They are responsible for groups of 20 children, and thus need to be mature adults able to make sound judgements and act as a positive role model. They work closely with parents and other teachers and therefore must be open, honest, and diplomatic in their communication with others. Your candid comments will help us select the most appropriate candidates. Your honesty is greatly appreciated.

1. Your name \_\_\_\_\_ Company Name \_\_\_\_\_

2. Your position/title \_\_\_\_\_ Phone number \_\_\_\_\_

3. Length and nature of relationship with applicant: \_\_\_\_\_

4. Please rate the applicant in the following areas:

(P=poor, BA=below average, A=average, AA=above average, E=excellent)

Knowledge of natural history	P	BA	A	AA	E	no basis to judge
Teaching ability	P	BA	A	AA	E	no basis to judge
Written and oral communication	P	BA	A	AA	E	no basis to judge
Motivation	P	BA	A	AA	E	no basis to judge
Ability to work with others	P	BA	A	AA	E	no basis to judge
Acceptance of authority	P	BA	A	AA	E	no basis to judge
Diplomacy	P	BA	A	AA	E	no basis to judge
Dependability	P	BA	A	AA	E	no basis to judge
Enthusiasm	P	BA	A	AA	E	no basis to judge
Stability	P	BA	A	AA	E	no basis to judge
Concern for others	P	BA	A	AA	E	no basis to judge
Sense of humor	P	BA	A	AA	E	no basis to judge

5. Describe the applicant's greatest strengths relative to this position. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

6. Describe the applicant's greatest weaknesses relative to this position \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7a. Would the applicant make a good role model for children with regard to language use, personal appearance, behavior, etc? **YES NO** (circle one) Why or why not \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7b. Would you entrust your own children to this applicant? **YES NO**

8. Would you recommend the applicant for the Professional Naturalist Fellowship? **YES NO**  
Why or why not? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Would you rehire this applicant again, if possible? **YES NO**  
Why or why not? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

10. Please **circle** all the words from the lists below which you feel most accurately describe the applicant,  
Please **cross out** any you feel that don't describe the applicant:

- |                |               |               |              |             |
|----------------|---------------|---------------|--------------|-------------|
| playful        | laissez-faire | cheerful      | committed    | open-minded |
| responsible    | goal-oriented | hardworking   | passive      | mature      |
| likes children | adamant       | enthusiastic  | professional | worldly     |
| flexible       | steady        | persistent    | direct       | punctual    |
| sarcastic      | authoritative | forceful      | fair         | proactive   |
| reliable       | stubborn      | calm          | diplomatic   | easy-going  |
| frank          | intelligent   | conscientious | idealist     | pragmatic   |
| eager          | vivacious     | positive      | perceptive   | thoughtful  |
| reactive       | motivated     | receptive     | thorough     | realistic   |

*Thank you for your prompt and candid response.*

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Please return this form at your earliest convenience to: **Eagle Bluff ELC, Fellowship Coordinator**  
**Route 2, Box 156A, Lanesboro, MN 55949 (USA)**  
**fellowship@eagle-bluff.org**  
**Fax: (507) 467-3583**  
**Phone: (507) 467-2437**