



Southern Africa Territory  
Territorial Candidates Department

**CANDIDATE SELECTION – CONFIDENTIAL APPRAISAL**

For use by: Corps Officers, Three local Officers or leaders

(A group of **mixed gender** should be selected and they should be unrelated to the applicant)

NOTE: THIS ASSESSMENT IS CONFIDENTIAL AND WILL BE USED SOLELY BY THE DIVISIONAL AND TERRITORIAL CANDIDATES BOARDS, AND BY THE TERRITORIAL CANDIDATES DEPARTMENT, FOR THE PURPOSES OF ASSESSMENT AND EVALUATION FOR TRAINING AS AN OFFICER IN THE SALVATION ARMY.

APPLICANTS NAME: \_\_\_\_\_

APPRAISAL GUIDELINES:

Please indicate by ticks the descriptions which you think best suit the applicant. Space is provided for you to comment on or interpret your rating. Comments are of particular value if the ‘occasionally’ or ‘never’ boxes have been ticked. Specific illustrations in regard to any of the traits will be of real value to the Candidates Board. Additional room is provided on the last page should further space be needed for comments. Thank you.

The following scale is used:

5 = Always      4= Usually      3 = Occasionally      2 = Never      1 = Don't know

EVALUATION:

	(5) = Always	(4) = Usually	(3) = Occasionally	(2) = Never	(1) = Don't know
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**1. SPIRITUAL LIFE: The applicant has a maturing spiritual life.**

(Competence 2)

                      

COMMENTS:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**2. SERVANTHOOD: The applicant seeks to live a life consistent with the servanthood of Jesus.**

(Competence 3)

COMMENTS:

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	(5) = Always	(4) = Usually	(3) = Occasionally	(2) = Never	(1) = Don't know
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**3. EVANGELISM: The applicant looks for opportunities to share their faith in everyday life.**

(Competence 4)

COMMENTS:

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**4. DISCIPLESHIP: The applicant is a committed disciple of Jesus Christ.**

(Competence 5)

COMMENTS:

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**5. PERSONAL DRIVE: The applicant has a healthy sense of self and a positive outlook on life.**

(Competence 6)

COMMENTS:

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**6. IMPROVEMENT AND GROWTH:**  
**The applicant seeks personal improvement and growth.**

(Competence 7)

COMMENTS:

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**7. CHANGE: The applicant accepts the need for adaptability and copes well with change.**

(Competence 8)

COMMENTS:

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	(5) = Always	(4) = Usually	(3) = Occasionally	(2) = Never	(1) = Don't know
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**8. RELATIONSHIPS: The applicant relates appropriately with a variety of people (including family members).**

(Competencies 9/20)

COMMENTS:

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**9. DEVELOPING OTHERS: The applicant provides encouragement and support to others.**

(Competencies 10/20)

COMMENTS:

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**10. TEAMWORK: The applicant is able to work in a team.**

(Competencies 12/20)

**COMMENTS:**

**11. INTEGRITY: The applicant is reliable and trustworthy.**

**COMMENTS:**

**12. SOCIAL SKILLS: The applicant is courteous and well mannered.**

**COMMENTS:**

	(5) = Always	(4) = Usually	(3) = Occasionally	(2) = Never	(1) = Don't know
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**13. SEXUALITY: The applicant has a healthy and appropriate attitude towards both men and women.**

**COMMENTS:**

**14. SENSE OF HUMOUR: The applicant has a healthy sense of humour.**

**COMMENTS:**

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**15. STRESS: The applicant deals with stress and personal issues in an appropriate way.**

                      

**COMMENTS:**

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**16. TIME MANAGEMENT: The applicant manages their time well.**

                      

**COMMENTS:**

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**SIGNIFICANT LIMITATIONS OR DISABILITIES (SOCIAL, INTELLECTUAL, PHYSICAL, EMOTIONAL) WHICH MAY IMPACT THE APPLICANTS ABILITY TO WORK AS AN OFFICER.**

**COMMENTS:**

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**LEADERSHIP QUALITIES**

Competencies 10, 16 & 17

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How is the applicant currently involved in discipling others? \_\_\_\_\_

\_\_\_\_\_

Comment on the applicant's attitude to current involvement in Corps programmes and activities:

\_\_\_\_\_

\_\_\_\_\_

Please comment on any other community involvement you are aware of:

\_\_\_\_\_

\_\_\_\_\_

**Please comment on any other community involvement you are aware of**

**OVERALL ASSESSMENT AND SUITABILITY FOR OFFICERSHIP**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> <b>Highly suitable</b>     | <input type="checkbox"/> <b>Good potential</b> | <input type="checkbox"/> <b>Suitable with some reservations</b> |
| <input type="checkbox"/> <b>Limited suitability</b> | <input type="checkbox"/> <b>Unsuitable</b>     | <input type="checkbox"/> <b>Don't know</b>                      |

**Please explain:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Continue on the back of the form if necessary.

**How long have you known the applicant?** \_\_\_\_\_

**Would you be happy to come under this applicant's leadership in the future?** Yes  No

**Please explain:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Continue on the back of the form if necessary.

Name of person completing assessment: \_\_\_\_\_

Position held: \_\_\_\_\_

Signature: \_\_\_\_\_

**ADDITIONAL INFORMATION**

Date:

<b>COMMENTS:</b>