

## Reference for Volunteer Positions with the Guatemala Accompaniment Project

The Guatemala Accompaniment Project (GAP) trains volunteer observers, or accompaniers, who travel and live with human rights defenders in rural Guatemalan communities. Through their presence and links to a larger international network, the accompanier provides a measure of security and support to defenders at risk for human rights violations. The accompanier .

You have been requested to provide a reference for a GAP applicant. Because this work is politically sensitive and often stressful, it is important that we have an accurate assessment of each candidate's qualities. Please take the time to answer the following questions and mail to **Guatemala Accompaniment Project, NISGUA, 436 14<sup>th</sup> Street, Suite 409, Oakland, CA 94612** or fax to **510-238-8444**

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Name of Applicant:

Your Name:

Your E-mail or Phone Number:

How long have you known the applicant and in what capacity?

Have you spoken Spanish with the applicant? If so how would you rate him or her?

Fluent

Good

Fair

N/A

*Please rank the applicant on a scale of 1-10 (10 being the highest) in each of these categories. Please provide concrete examples if possible.*

- Communications skills, both oral and written
- Cultural sensitivity and ability to relate to people of different class, racial, and cultural backgrounds
- Effectiveness in conflict resolution
- Dependability in following through on commitments
- Adaptability in facing new situations or frustrations
- Ability to live and work in a physically and emotionally challenging environment
- Emotional stability under pressure
- Diplomatic skills/ Sense of discretion

Do you have any concerns about the applicants ability to perform the role described above?

Is there anything else you would like to add?

Are you available for a follow-up telephone conversation if necessary?

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

Date: \_\_\_\_\_