



Risk Indicators in Staff and Volunteer Applications

Look for:

- ! Unstable work history (short durations/abrupt departures)
- ! Gaps in work history
- ! Gaps in dates of residence
- ! Unclear reasons for leaving previous employment
- ! Overeducated for job or position
- ! Inaccurate or incomplete information on application
- ! Pattern of volunteer or work history around a particular age or sex of child
- ! Difficulty with authority (rebellious stance or attitude)
- ! Prior supervisors not listed as references
- ! Prior peers in children's programming not listed as references
- ! References do not know applicant in the context of children's work or volunteer opportunity
- ! Defensive/angry/evasive responses (particularly to questions about being a molester)
- ! Applicant regularly gaining access to children of a specific age and sex
- ! Contradictory information



- ! Learned of position with no relationship to church or ministry (no reference, no relationship to program or program participants)
- ! Answers to questions on application which reveal an unrealistic belief that children are 'vulnerable', 'clean', or 'innocent'
- ! Accepting a lesser-paying job ("money isn't important to me.")
- ! Portions of application left blank
- ! Short length of relationship with personal references
- ! Maverick attitude; not a team player