Reference Check - Future Directors®

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| **Reference for:** |  |
| **Date:** |  |
| **Name of referee:**  |  |

1. Can you confirm how long you have known [NAME] and in what capacity?
2. How does [NAME] demonstrate effective governance and/or strategic leadership?
3. In what areas does [NAME] have particular strengths or expertise?
4. What would you say are [NAME]’s most impressive personal qualities?
5. [HOST BOARD] are looking for a Future Director that can contribute in these areas [insert skills/experience required]. What is your experience of their level of expertise in these areas?
6. What would you consider to be [NAME]’s areas for improvement or development as part of the Future Directors programme?
7. How well and clearly does [NAME] convey their thinking and views on a particular topic or issue?
8. How does [NAME] work as part of a team? What is their style?
9. How does [NAME] deal with challenging situations or conflict? Can you give an example?
10. How would you describe [NAME]’s working style?
11. Can you think of a time when you have had to question [NAME]’s integrity and honesty?
12. Based on what you know about [NAME] do you see any issues, risks or conflicts arising from their appointment as a Future Director on [HOST BOARD]?
13. Is there anything I haven’t asked you that you would like to add?