

**Sonoma State University
Department Of Psychology
Reference Letter**

_____, who has applied to our graduate program in Organization Development, has given your name as a reference.

Your carefully considered evaluation of this applicant will greatly aid in the selection of those best qualified for admission. Graduates of our program provide professional guidance, facilitation, and leadership for group and organizational improvement, either as external consultants or internal staff specialists. Please return the form directly to the Department of Psychology or in a sealed envelope if you are returning it to the student. (State regulations require that all files, including letters of recommendation, be available to students.)

In what capacity have you known the applicant?

How long have you known the applicant?

How well do you feel that you know the applicant?

Questions 1-3 may be answered on a separate page or in letter format.

1. Please evaluate the applicant's intellectual or academic capacity (intelligence, creativity, ability to grasp and communicate conceptually, promise of intellectual growth, etc.).

2. Please evaluate the applicant's interpersonal competence (interpersonal sensitivity, interest and insight into interpersonal and group processes, listening skills, clarity of communication, etc.).

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