



**Maryland Council for Dispute Resolution**  
Mediators Reference Form

You have been offered as a reference by \_\_\_\_\_  
who is applying for mediator certification through the Maryland Council for  
Dispute Resolution (MCDR). Please comment on this applicant's abilities with  
regard to mediation, using the form below. If it would be helpful for you, please  
use the numerical scale for each item. Please also add any additional comments.  
Thank you.

1. Excellent    2. Good    3. Fair    4. Needs attention

1. \_\_\_\_\_ Shows understanding of the mediation process and does not  
combine or confuse mediation with counseling, the practice of law,  
teaching or other discipline
2. \_\_\_\_\_ Is ethical in his/her approach to mediation. For example, maintains  
confidentiality, or considers withdrawal from a case if there is a  
conflict of interest
3. \_\_\_\_\_ Writes clearly and cogently with good grammar
4. \_\_\_\_\_ Is experienced at writing mediated agreements
5. \_\_\_\_\_ Is able to listen empathetically and to validate feelings
6. \_\_\_\_\_ Is comfortable being in the presence of people in conflict; can deal  
with the conflict without getting drawn into the problem as a  
participant
7. \_\_\_\_\_ Is professional in manner to the parties
8. \_\_\_\_\_ Demonstrates readiness to mediate competently on his/her own.

Other Comments: (please use the back or an additional sheet if necessary)

Name of Reference \_\_\_\_\_

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

Please tell us how you are acquainted with the applicant. \_\_\_\_\_

\_\_\_\_\_

Please return this form to: David Simison, 108 Cathedral St., Annapolis, MD 21401