

Reference Request Form

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| **Date: 07-15-2025** |  |
| **Candidate Name: Winston Mark Kahid** |  |
| **Position Applied for: QA Analyst** |  |
| **Reference Name: Mark Anthony Morales** |  |
| **Job Title: Full-stack Developer** |  |
| **Company: Sourcewell Global Inc.** |  |
| **Phone Number: 09055192238** |  |
| **Relationship to Candidate: Colleague** |  |

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| 1. How long have you known the candidate? | **7** years |
| 1. In what capacity have you worked with the candidate? (e.g., supervisor, coworker, client, etc.) | **Coworker** at  **2018 - 2020** - Flatworld Solution Philippines  **2022 - 2025** - Sourcewell Global Inc.(Local Company Name in Philippines) - Brixio (International Company Name) |
| 1. Can you briefly describe the candidate’s primary responsibilities and job duties   while working with you? | Winston as Quality Assurance (QA) Engineer is observant, methodical, and easygoing. He’s thoughtful in his approach to problems and communicates clearly with teammates. |
| 1. Can you provide insights into their interactions with their team and other colleagues? | His calm demeanor and open-mindedness make him both approachable and a great team collaborator. |
| 1. How did the candidate handle challenging situations or conflicts in the workplace? | In QA, deadlines and unexpected bugs can ramp up stress quickly, but Winston navigates those moments with steady focus. He’s skilled at breaking down complex issues, keeping emotions in check, and proposing practical solutions even when under pressure. |
| 1. Can you provide examples of the candidate's key strengths and areas for improvement? | Strong in communication, tasks oriented person, great at complex tasks, and can deliver details clearly. |
| 1. Did the candidate exhibit strong communication skills (both written and verbal)? | Yes, Winston communicates with precision and clarity—whether he's writing bug reports, logging test cases, or discussing technical findings. His verbal updates are concise and professional, and he’s adept at tailoring his language for both technical and non-technical audiences. |
| 1. Was the candidate punctual and dependable? | Always. Winston consistently met deadlines, arrived on time, and could be counted on for follow-through. His reliability was a strong asset to the team, especially during fast-paced development cycles where consistency is key. |

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| 1. How would you describe the candidate’s overall work ethic and attitude? | Winston is meticulous and consistently reliable. Whether he's designing test cases, tracking issues, or reviewing software behavior, he brings precision and discipline to his work. He doesn’t cut corners—he genuinely cares about product quality and end-user experience. He works great at his tasks. |
| 1. Did the candidate leave your organization voluntarily or involuntarily? If involuntarily, please provide details. | Winston leaves our organization voluntarily, he is searching for new experience. |
| 1. Would you consider re-hiring the candidate or recommend for similar position in the future? | Yes I will recommend him again to our company or other company since he is best on doing things in QA |
| 1. Any additional details or information you would like to share? | Winston brings more than just technical proficiency—he has a calming influence on the team, fosters constructive dialogue, and is always looking for ways to improve processes. His mindset for continuous improvement and his integrity make him a standout contributor. |

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| Question | Excellent | Very Good | Good | Satisfactory | Below Expectations |
| 1. How well did the candidate demonstrate proficiency in the required skills and competencies for the role? | ✔️ | ☐ | ☐ | ☐ | ☐ |
| 1. How effectively did the candidate establish and maintain relationships with internal clients? | ✔️ | ☐ | ☐ | ☐ | ☐ |
| 1. How collaborative was the candidate in working with cross-functional teams? | ✔️ | ☐ | ☐ | ☐ | ☐ |
| 1. How effectively did the candidate convey their ideas and suggestions? | ✔️ | ☐ | ☐ | ☐ | ☐ |
| 1. How effectively did the candidate adapt to changing market conditions, emerging trends, and competitive challenges? | ✔️ | ☐ | ☐ | ☐ | ☐ |
| 1. How would you rate the candidate's job performance in terms of productivity and quality of work? | ✔️ | ☐ | ☐ | ☐ | ☐ |