**Mock Performance Evaluation Template: Junior Engineer**

**Junior Engineer Performance Review**

**Engineer Name:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Evaluation Period:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Reviewer:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| --- | --- | --- |
| **Category** | **Rating (1-5)** | **Comments** |
| Communication |  | Clarity in updates, responsiveness, and documentation |
| Collaboration |  | Engagement in teamwork, supportiveness, and cross-functional synergy |
| Problem Solving |  | Creativity, systems awareness, and technical precision in solutions |
| Delivery |  | Meets deadlines, aligns work with sprint goals |
| Code Quality |  | Reusability, clarity, testing discipline |

**Development Suggestions:**

**Skill Gaps:**

**Recommended Learning:**

**Mentorship Opportunities:**

**Next Cycle Objectives:**

**Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Reviewer Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This template will provide structured, actionable feedback that delivers priorities in line with the team and business. In contrast to generic assessments, it combines the concepts of performance and potential, enabling reviewers to evaluate not only the engineer's ability to deliver but also their strategic thinking and level of collaboration. It fosters systems awareness, as it features problem-solving as one of its primary measures, and engineers are encouraged not to view separate activities in isolation (Pathirana, 2024). It has room for some development suggestions and future goals, making it a sustainable and growing entity. Based on the concept of leadership, as exemplified by Mary Barra's principle of "Speak Up for Safety," it facilitates trust by constructively discussing issues without punishment (Patel, 2023). It serves as a coaching structure for managers and as a development plan for engineers. It sponsors data-based one-on-ones, ensuring that feedback is constant rather than event-based and that future appraisals are grounded in quantifiable, sensible objectives.

**References**

Patel, K. (2023). *Assessing Leadership in Business: A Critical Investigation of Mary Barra*. UConn Honors Theses. <https://digitalcommons.lib.uconn.edu/srhonors_theses/1046/>

Pathirana, G. (2024). Beyond metrics: Crafting a dynamic performance evaluation system. In *Employee performance management for improved workplace motivation* (pp. 145-172). IGI Global. <https://www.igi-global.com/chapter/beyond-metrics/355457>