

Mock Performance Evaluation Template: Junior Engineer

Junior Engineer Performance Review

Engineer Name: _____

Evaluation Period: _____

Reviewer: _____

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>