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| ID | DESCRIPTION | Jose Mkandawire | Winston Katenga | Florence Msiska |
| 1 | Peer to peer communication and association | 9 | 6 | 6 |
| 2 | Leadership quality and team work | 13 | 11 | 11 |
| 3 | Attendance and punctuality | 18 | 18 | 18 |
| 4 | Initiatives/ability to solve problems | 8 | 6 | 5 |
| 5 | Level of productivity | 9 | 7 | 7 |
| 6 | Quality of work | 14 | 12 | 10 |
| 7 | Goals and target achievement | 18 | 18 | 15 |
|  |  | 89 | 78 | 72 |