

# Alfa Aviano - Self Performance Review

**Employee** : Alfa Aviano

**Job Position** : CREATIVE DIRECTOR

**Organization** : INDOSAT - CREATIVE B2C

**Supervisor** : NUN

**Tanggal** : 2022-07-01

Question	Grade
KNOWLEDGE	
General Knowledge (current news and trends, directly or indirectly related to the job)	3
Basic Workflow (understanding of work flow across divisions)	3
Communication Theory	4
Branding and Communication Strategy	3.6
Client's + Competitor's Brands & Products in the market	3
Creative Process (from brief to final idea)	4
Production Process	4
Understanding of the media neutral concept	4
SKILLS	
Work Speed	3.5
Time Management	3
Computer (ability to use software & hardware related to the job)	4
Language (Bahasa & Basic English)	4
Presentation (related to the job)	4
Creative Thinking (ability to come up with Ideas)	4
Craftmanship	4

ATTITUDE	
Passion towards to the job	4
Eagerness to learn	4
Respect towards peers, superiors, partners/ vendors, clients	4
CAN-DO, Positivity	4
Sense of belonging to the company	4
Perseverance	4
Company Compliance	4
Resourcefulness (willingness to be part of the solution)	3.5
Honesty	3
INDIVIDUAL DELIVERABLES	
ABC	3.8

Summary Score	Previous Score	Average Score	Final Score
KNOWLEDGE		3.58	0.89
SKILLS		3.79	0.89
ATTITUDE		3.83	1.72
INDIVIDUAL DELIVERABLES		3.8	0.19
			3.69