

**Ryan Nitz (3605318)**

**Fall 2021 - Computer Science and Software Engineering / W-5 Work**

**Quality Engineer - Cvent Inc (Head Office)**

## **EMPLOYER EVALUATION DETAILS**

### **Co-op Student Work Term Performance Evaluation**

**INTEREST IN WORK:** responsibilities are performed with diligence and enthusiasm

a) High interest, very enthusiastic; takes pride in doing work well

**INITIATIVE/PRO-ACTIVITY:** the ability to perceive and carry out required tasks without supervision and to anticipate the organization's needs

a) Self-starter, and asks for additional work

**PLANNING AND ORGANIZING:** the ability to manage time effectively to complete assigned task and meet deadlines

b) Plans and organizes work and time effectively

**SETTING GOALS:** Identified areas to improve and established measurable steps and timeframe to achieve results

b) Developed goals for the work term early and showed some effort in working towards them

**ADAPTABILITY:** a positive attitude towards change and the ability to change easily to fit different conditions

a) Does an outstanding job of managing assignments, setting priorities, and adapting to change

#### **Comments**

Ryan has done an outstanding job. He has taken on work and projects that we would expect of our normal staff and handled it well. He even has become experienced in areas that surpass some members of the team.

**QUALITY OF WORK:** the precision of duties performed

a) Very thorough in performing work; excellent attention to detail with few errors if any

**QUANTITY OF WORK/PRODUCTIVITY:** the ability to produce the desired results

a) Highly productive

**CREATIVITY:** the ability to identify and suggest new ideas to get the job done

b) Frequently offers new ideas; imaginative

**PRACTICALITY:** mindful of results, advantages, and disadvantages

a) Work shows outstanding balance between practical and theoretical

**JUDGEMENT:** the ability to think critically and logically to evaluate situations, solve problems, and make decisions

b) Usually makes good decisions

#### **Comments**

The quality of work from Ryan tends to be quite top notch and even with some hiccups he is quick to adjust and adapt from the feedback.

**PROBLEM-SOLVING SKILLS:** ability to reach a solution

a) Highly adept and innovative

**DEPENDABILITY/RESPONSIBILITY:** the accountability for actions taken

a) Reliable in any situation

**TEAMWORK:** the ability to get along with and help others, to recognize, and respect people's diversity and individual differences

a) Always works in harmony with others; an excellent team worker and contributes to group relationships and effectiveness

**SELF-ASSUREDNESS:** the ability to express ideas and thought directly and honestly without offending or being inconsiderate to the other party

b) Often demonstrates confidence and consideration when presenting themselves within the workplace

**RESPONSE TO FEEDBACK: ability to take suggestions and feedback**

**Comments**

a) Responds maturely and positively to suggestions and feedback from supervisor; very open-minded

Although Ryan may not be super confident in all of his work it has show time and time again that he can take feedback, adjust, solve problems that come his way and work quite well with the team.

**COMMUNICATION: effective reading and writing (including work reports, if applicable)**

**COMMUNICATION: effective speaking and listening**

**LEADERSHIP QUALITIES: the belief in one's own ability, power, and judgement**

**ADAPTABILITY AND RESOURCEFULNESS: a positive attitude towards change and the ability to change easily to fit different conditions**

**Comments**

a) Exceptionally clear, well organized, and concise

a) Exceptional communication; clear, well-organized, and easily understood

b) Frequently demonstrates the ability to motivate and direct others

a) Easily adapts to change and makes excellent use of available resources to solve problems

I have not given Ryan enough situations to shine as a leader but he has been able to help and guide others which is pretty rare for a coop student. His communication and adaptability is also top notch.

**Additional Supervisor Comments: Comment on the student's overall job performance including things such as attendance and personal presentation. Please provide suggestions for additional academic or work exposure.**

For the most part I would say Ryans work ethic and performance were spot on. The only feedback I would have would be for him to try keep working on reaching out sooner rather than later when he hits a difficult issue and to keep working on highlighting his accomplishments. No matter how much you do, if you do not really bring that out when demoing or talking about your work others outside the team may not realize how much work it really was.

**OVERALL PERFORMANCE EVALUATION**

**Comments**

a) Outstanding (Exceptional performance or unique contribution)

Ryan has been a blast to have as a coop for the past 8 months. Without him the team he worked with would have struggled to meet a few of their goals this year. He has received a ton of praise from his team mates and even people outside his team that he has helped with. Overall I would say he is one of the best Coops I have had in the last couple of years.