Ryan Nitz (3605318)

Summer 2021 - Computer Science and Software Engineering / W-4 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	a) Does an outstanding job of planning and organizing work and time
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 is always looking for more tasks and is always rising to the difficulty for them. Regardless of what we throw his way he will adapt and handle it within a decent time frame.
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	I am quite impressed with the quality of Ryan's work and the thoroughness of the notes he provides when asking for opinions or help.
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-ASSUREDESS: 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	a) Responds maturely and positively to suggestions

suggestions and feedback and feedback from supervisor; very open-minded

Comments

I have no issues with Ryan's work with the team and he has had multiple small projects working directly with others where he has received praise from others. He easily blends in with other full time employees.

COMMUNICATION: effective reading and writing (including work reports, if applicable) a) Exceptionally clear, well organized, and concise

COMMUNICATION: effective speaking and listening a) Exceptional communication; clear, well-organized, and easily understood

LEADERSHIP QUALITIES: the belief in one's own ability, power, and judgement b) Frequently demonstrates the ability to motivate and direct others

ADAPTABILITY AND RESOURCEFULNESS: a positive attitude towards change and the ability to change easily to fit different conditions a) Easily adapts to change and makes excellent use of available resources to solve problems

Comments

Ryan's thoroughness in his notes and communication are great. He has also been a part of numerous projects that vary greatly in the technologies / skills needed which have gone well.

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.

Ryan is excelling in his role and has managed to almost feel like a normal member of the team. I can also trust him to handle any type of task.

OVERALL PERFORMANCE EVALUATON a) Outstanding (Exceptional performance or unique contribution)

Comments

I am quite impressed by Ryan's work so far. He feels more like a full time employee than a typical student working on the team. He is willing and capable to dive into any task and has been a key player in many important projects for my team that required varied technical and personal skills. Without him a few of the projects we were working on would have either failed, been delayed beyond a reasonable date or forced overtime for myself and other members of the team. His coding and general notes for his day to day work are also impressive and incredibly thorough which has been quite helpful to those around him.