



Ingrid Evenson Sam Johnson

2025-11-24

### Basic Info

**Id**

33

**Employee Name**

Sam Johnson

**Title**

Associate

**Email**

sjohnson@ennead.com

**Start Time**

2025-11-24 12:00:27

**Completion Time**

2025-11-24 12:27:55

**Date Of Evaluation**

2025-11-24 00:00:00

**Employee Name Alt**

Ingrid Evenson

### Performance Ratings

**Communication Rating**



**Collaboration Rating**



**Professionalism Rating**



**Technical Knowledge & Expertise Rating**



**Workflow Implementation, Management, Execution Rating(Projects, Proposals, Employee Relations,...**



## Performance Comments

### Communication Comments

Ingrid is very good at communicating how long work will take her, what her availability is, when she has completed a task, etc. She does not do a lot of client-facing communication (at least on our projects) but what I saw of her she handled well. Could maybe do a bit more to confirm graphic styles / show examples to make sure what she is producing is correct, but that will come with time / experience too.

### Collaboration Comments

Ingrid is a useful member of any team, generally seems willing to learn new things to help a project along and is very open with asking questions if she doesn't understand a task. Where I'd like to see her improve is showing a bit more confidence and ownership on tasks. She always completes tasks on time and as requested, but I would like to see her go above and beyond a bit, particularly when it comes to presentation graphics. I've seen her portfolio and I know she is capable of beautiful drawings, but sometimes has a habit of doing the most literal interpretation of a request. I would like to see her spend a bit more time doing what she feels is best and not a literal interpretation of what was asked (or both, to be safe).

### Professionalism Comments

Ingrid is always professional in the office; available when needed, communicates in a timely manner, always friendly and positive in conversations even when burdened with a lot of work / tight deadlines. Of all areas, I don't think Ingrid has anything to worry about here.

### Technical Knowledge & Expertise Comments

Ingrid is a very junior designer, but for her level and experience, I think she has a great foundation upon which to build more knowledge. She seems willing to learn new technologies and try new approaches for projects, she is also generally good about only needing to be told something once to remember it. St Paul's seems like a really good fit for her right now because I think she needs more experience with building conventions and standards; this will help her work quicker on other projects as she won't need as much guidance on the softer parts of design. To that end, she should make sure to ask questions throughout and absorb knowledge where she can, and her project leadership should provide time for her to learn on a variety of aspects of a building, not just final prez graphics

### Workflow Implementation, Management, Execution Comments

Similar to previous feedback; based on her level and role, meeting the expectations on a project. Really good on communication and working on a deadline, could do more to take ownership / leadership within her sphere of influence on a project.

## Software Tools

### Revit

2 (Needs to Improve)

### Rhino

3 (Meets Expectations)

### Enscape

4 (Exceeds Expectations)

### D5

3 (Meets Expectations)

### Vantage Point

0 (Not Applicable)

### Deltek/Adp

0 (Not Applicable)

### Newforma

0 (Not Applicable)

### Bluebeam

3 (Meets Expectations)

### Grasshopper

3 (Meets Expectations)

### Word

3 (Meets Expectations)

### Powerpoint

3 (Meets Expectations)

### Excel

0 (Not Applicable)

### Illustrator

4 (Exceeds Expectations)

### Photoshop

4 (Exceeds Expectations)

### Indesign

3 (Meets Expectations)

## Additional Data

### Software & Tools Feedback

Based on her own responses, seems like she'll do well with getting more on-project experience with Revit. Mostly meets expectations; I think Ingrid would benefit from joining more meetings of Geometry Club or other Applied Computing led events so that she gets a better sense of what all people are doing in the office. But rarely have I asked her to do something and she has had no sense of how approach the task, even if that includes needing to learn something new for it.

### Specific Performance Examples

Ingrid is good at working through messiness, which is appreciated as someone who is often balancing a heavy combination of both production and management tasks. While as I've stated, she could do more to push beyond what's asked, she often doesn't mind working with unclear instructions / multiple files and helping to coordinate alignment of those items.

## Overall Performance Rating

3

## Employee Development

### Areas For Growth / Development Goals

The first year at a firm is about learning how the firm operates and what tools are needed to work. I think great progress has been made on that; Ingrid should make her next year about bringing her own perspectives and ideas to the project, and developing the next level of technical understanding. I think Ingrid is very well liked in the firm; she can afford to put her foot in her mouth a bit more!

## Additional Information

### Communication2

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### Workflow Implementation, Management, Execution (Projects, Proposals, Employee Relations,...

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### Software & Tools2

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