

# 2025 Performance Review - Clayton Kaul

**Id:**

21

**Start Time:**

2025-09-10 17:21:53

**Completion Time:**

2025-09-10 17:22:05

**Email:**

ckaul@ennead.com

**Employee Name:**

Clayton Kaul

**Employee Name Alt:**

Clayton Kaul

**Title:**

Senior Associate

**Employee Role:**

Project Architect / Project Manager

**Date Of Evaluation:**

2025-09-09 00:00:00

**Communication Rating:**

4

**Collaboration Rating:**

5

**Professionalism Rating:**

5

**Technical Knowledge & Expertise Rating:**

4

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

4

**Communication Comments:**

The past year has been a different role for me than typical given the full year in CA with a much smaller team. believe I effectively communicate through e-mail, teams and meetings where required to ensure everyone is on the same page. I like to directly address as soon as possible any thing that seems inconsistent with my understanding of what should be happening or how to improve on workflow.

**Collaboration Comments:**

I like to involve everyone on the team and ensure everyone feels values and free to contribute their perspective and ideas. I try not to be quick to shut down ideas i disagree with but rather consider the potential and hope to modify the path if warranted and improved to do so.

**Professionalism Comments:**

I try to bring the utmost professionalism into all conversations, especially with team members from other firms and owner. Of course, i feel it is also okay, and warranted, to be able to have a familiar relationship with those you work with closely and often in order to 1. gain the trust of the team and create an enjoyable working environment for everyone involved. Work is done better and more dedicated when those around you enjoy the company of their team mates and / or supervisors.

**Technical Knowledge & Expertise Comments:**

For my level within the firm, I feel i have a solid understanding of technical skills and detailing. I like to rely on others still with higher levels of specific knowledge regarding technical details though and ensure we are delivering (or at least proposing to deliver) the best possible end product we can.

**Workflow Implementation, Management, Execution Comments:**

I am comfortable working in all phases of the project. Though i don't have much exposure with ennead on the Proposal / Interviewing side, i believe that i am able to contribute in this manner should the opportunity arise.

**Revit:**

5 (Exceptional)

**Rhino:**

3 (Meets Expectations)

**Enscape:**

3 (Meets Expectations)

**D5:**

1 (Unsatisfactory)

**Deltak/Adp:**

3 (Meets Expectations)

**Newforma:**

3 (Meets Expectations)

**Bluebeam:**

4 (Exceeds Expectations)

**Grasshopper:**

1 (Unsatisfactory)

**Word:**

5 (Exceptional)

**Powerpoint:**

5 (Exceptional)

**Excel:**

4 (Exceeds Expectations)

**Photoshop:**

4 (Exceeds Expectations)

**Indesign:**

4 (Exceeds Expectations)

**Vantage Point:**

1 (Unsatisfactory)

**Illustrator:**

4 (Exceeds Expectations)

**Employee Strengths:**

Focused and Determined.

**Areas For Growth / Development Goals:**

Ability to multi-task with other projects more efficiently and delegate more work to other team-members during CA.

**Current Year overall Performance Rating:**

4

**What Additional Resources Would Help You Do Your Job More Effectively?:**

At times, additional staff is helpful, but have managed the work load accordingly with staff given to manage fee.

**Are There Specific Examples Of Your Performance You'd Like To Share That Weren'T Captured In Earlier Q**

Additional involvement with Healthcare BD front.

**Software & Tools Feedback:**

Integration of smarter tools within Revit.

**Please Share Your Thoughts About The Character And Culture Of Our Studio And Practice.:**

I think that the office is doing its best to keep up with the changing demands for architects. We need to be more facile in the ability to make jobs and the office profitable. How do we setup teams, studios, in a manner to expediate expertise and minimize the learning curve and new details while maintaing the essence of what Ennead (polshek) was founded on. Design is meant to engage the public and the people in meaningful ways and we want to push the envelope of how we do that.