



## Richard Zhu & Emily Kirkland

2025-11-24

### Basic Info

**Id**

29

**Employee Name**

Emily Kirkland

**Title**

Architectural Designer

**Email**

ekirkland@ennead.com

**Start Time**

2025-11-24 09:21:26

**Completion Time**

2025-11-24 09:50:11

**Date Of Evaluation**

2025-11-24 00:00:00

**Employee Name Alt**

Richard Zhu

### 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

Richard is a clear communicator who asks questions and asks for a review of the content he's developed. This is a very important skill because it helps move the design process forward.

### Collaboration Comments

Richard is a very enthusiastic team member who is eager to collaborate with the team.

### Professionalism Comments

Richard tasks his job seriously and is eager to learn.

### Technical Knowledge & Expertise Comments

As a junior architect, Richard is focused on learning and gaining new skills. He should continue asking questions and researching to develop these skills.

### Workflow Implementation, Management, Execution Comments

Richard is very diligent in following office protocols.

## Software Tools

### Revit

3 (Meets Expectations)

### Rhino

3 (Meets Expectations)

### Enscape

3 (Meets Expectations)

### D5

0 (Not Applicable)

### Vantage Point

0 (Not Applicable)

### Deltek/Adp

3 (Meets Expectations)

### Newforma

0 (Not Applicable)

### Bluebeam

3 (Meets Expectations)

### Grasshopper

0 (Not Applicable)

## Word

3 (Meets Expectations)

## Powerpoint

0 (Not Applicable)

## Excel

3 (Meets Expectations)

## Illustrator

3 (Meets Expectations)

## Photoshop

3 (Meets Expectations)

## InDesign

3 (Meets Expectations)

## Additional Data

### Software & Tools Feedback

I am perhaps not the best to weigh in on skills in individual programs, but Richard has shown that he is willing to learn new skills to accomplish project goals.

### Specific Performance Examples

No, Richard is a great member of the SPARC team!

### Overall Performance Rating

5

## Employee Development

### Areas For Growth / Development Goals

Continue to learn new skills and ask questions. While SPARC is on a break, I hope you're able to experience a variety of other projects and tasks.

## Additional Information

### Communication2

Richard is a clear communicator who asks questions and asks for a review of the content he's developed. This is a very important skill because it helps move the design process forward.

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

4

### Software & Tools2

I am perhaps not the best to weigh in on skills in individual programs, but Richard has shown that he is willing to learn new skills to accomplish project goals.

### Specific Performance Examples

No, Richard is a great member of the SPARC team!

### Overall Performance Rating

5