



Richard ZhuEmily 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