



## La Nee Carter & Teresa Rampolla

2025-11-23

### Basic Info

#### Id

16

#### Employee Name

Teresa Rampolla

#### Title

Senior Architectural Designer

#### Email

teresa.rampolla@ennead.com

#### Start Time

2025-11-23 13:00:20

#### Completion Time

2025-11-23 13:48:02

#### Date Of Evaluation

2025-11-23 00:00:00

#### Employee Name Alt

La Nee Carter

### 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

Verbal communication is challenged due to the current hybrid work situation, so I would like to see more frequent written communications focusing on the progress of tasks.

### Collaboration Comments

It has been difficult to establish continuity in projects where, for example, if the timeline has lapsed and the workload reduced, LNC shifts her focus to the more present assignment, but when new or ongoing tasks from the previous assignment arise, the limited availability has resulted in delays, missed deadlines and having to transfer the work to other staff. There was an occasion when a task was assigned to cover for other staff on PTO, but the work requested was not completed and there was no advance communication as to an inability to complete it or what was the cause.

### Professionalism Comments

Behaves in a professional manner

### Technical Knowledge & Expertise Comments

Technical knowledge is in line with the expectations for her role.

### Workflow Implementation, Management, Execution Comments

LNC understands and is able to develop a project from the planning stages to full documentation.

## Software Tools

### Revit

3 (Meets Expectations)

### Rhino

0 (Not Applicable)

### Enscape

0 (Not Applicable)

### D5

0 (Not Applicable)

### Vantage Point

0 (Not Applicable)

### Deltek/Adp

0 (Not Applicable)

### Newforma

0 (Not Applicable)

### Bluebeam

3 (Meets Expectations)

### **Grasshopper**

0 (Not Applicable)

### **Word**

0 (Not Applicable)

### **Powerpoint**

0 (Not Applicable)

### **Excel**

3 (Meets Expectations)

### **Illustrator**

0 (Not Applicable)

### **Photoshop**

3 (Meets Expectations)

### **InDesign**

3 (Meets Expectations)

## **Additional Data**

### **Software & Tools Feedback**

I'm not able to speak to her abilities on many specific software and have indicated those that I've witnessed in use while on our common project.

### **Specific Performance Examples**

LNC will work independently, and it is sometimes difficult to know when she needs help and/or oversight of senior staff. In small understaffed teams it becomes critical to understand how the work is progressing and it is not always communicated to the PM.

### **Overall Performance Rating**

3

## **Employee Development**

### **Areas For Growth / Development Goals**

Ability to multitask - I have noted that LNC will focus on a specific task and work to complete before tackling other tasks. In small projects with limited staff assigned, there needs to be consistent progress.  
Communication - Always check in with the team for areas where additional help is needed.

## **Additional Information**

### **Communication2**

Verbal communication is challenged due to the current hybrid work situation, so I would like to see more frequent written communications focusing on the progress of tasks.

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

3

### **Software & Tools2**

I'm not able to speak to her abilities on many specific software and have indicated those that I've witnessed in use while on our common project.

### **Specific Performance Examples**

LNC will work independently, and it is sometimes difficult to know when she needs help and/or oversight of senior staff. In small understaffed teams it becomes critical to understand how the work is progressing and it is not always communicated to the PM.

### **Overall Performance Rating**

3