



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