Performance Review

Thank you for taking time to complete this form!

This is an annual Performance Review regarding the employee's overall activity within the project/s, as well as manager and peer’s collaboration.

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| Evaluator Name\* Frank Joublin (HRI-EU) & Antonello Ceravolla (HRI-EU)  Employee Name\* Cristian Sandu  Manager Name\* Andreas Richter (HRI-EU)  Date\* 25.05.2020  Required | |
| Evaluation Area | Notes |
| Strengths | * Cristian is a key developer in the project. His skills and knowledge cover a wide spectrum from software, system, infrastructure and even hardware * He is extremely dedicated, focused and always able to propose different solutions for a problem and able to implement them when requested. * He is very curious, and keen to learn new technology or methods which makes him an excellent partner to work with researcher at HRI-EU * When there is need of unplanned support, Cristian is always very helpful and keen to provide support until the problem is solved. |
| Areas of Improvement | * Cristian is often too self-confident of his work and not ready to accept comments or critics even on topics that may even have marginal impact on his work. * Cristian should put some effort in conforming on project conventions requested by other team members |
| Next Steps | * We wish to be able to continue working with Andrei for further projects |
| Overall Score! | Poor Performance  Needs Improvement  Meets Expectations  Exceeds Expectations |

! Rating Scale Definitions:

1. **– Poor Performance**

Employee fails to perform the duties of the position or to perform them to the standard required. Also, he/she shows non-compliance with workplace policies, rules or procedures, unacceptable behavior in the workplace; and disruptive or negative behavior that impacts on co-workers.

1. **- Needs Improvement**

Performance requires certain improvements in order to meet the requirements of his/her position. Employee meets below expectations most aspects of the role, improvements are needed in one or more critical areas of competence.

1. **- Meets Expectations**

Performance meets almost entirely the requirements of his/her position.

Employee consistently demonstrates good results in most areas of competence and meets the standards and expectations for his/her role.

1. **- Exceeds Expectations**

Performance frequently exceeds requirements of his/her position.

Employee demonstrates very good and consistent results in all areas of competence and often exceeds the standards and expectations by frequently going the extra mile and creating innovation and added value beyond the scope of current position.