

Summary

The purpose of this proposal is to establish a peer & self evaluation process within the Illuvium DAO ("DAO") to enhance transparency and accountability among council members by providing a mechanism to assess the performance and contributions of each council member during their term. By implementing this evaluation, the DAO can ensure that council members are actively engaged, aligned with the DAO's values and objectives, and accountable to the community.

Objective

The objective of the peer evaluation is to foster transparency and accountability among council members by providing a structured assessment of their performance. This evaluation will enable the DAO to identify areas of strength and improvement, ensure alignment with the DAO's values and objectives, and maintain a high standard of governance within the organization. Peer evaluation can serve as a basis for a vote of no confidence in the event of low scores, in a specific category or in total, among council members. The publication of aggregated evaluation scores aims to promote transparency, allowing stakeholders to assess the effectiveness and performance of individual council members.

Implementation

1. **Timing:** Council members will participate in self and peer evaluations twice during the epoch: once at the 2.5-month interval and again at the 5-month interval. Each member of every sub-council, including the Illuvinati Main Council ("IMC"), shall evaluate the other four members of their respective council as well as themselves.
2. **Evaluation Form:** The Governance Community Manager (GCM) will distribute an evaluation form (Annex B) comprising various categories for assessment outlined in Annex A. Council members will rate each category on a scale of 1 to 5, with 1 representing the lowest score and 5 representing the highest score.
3. **Submission:** Council members will complete the evaluation form for each of their peers and submit it to the GCM within fourteen (14) calendar days. These evaluation forms will be submitted anonymously, ensuring that the identity of the council members providing feedback remains confidential. Only the Governance Community Manager (GCM) and the Legal department will have access to the evaluation forms and the aggregated scores. This approach ensures the privacy and integrity of the evaluation process, fostering a safe and open environment for council members to provide honest and constructive feedback.
4. **Scoring:** The sum of scores from all council members in each sub-council, excluding self-evaluation scores, will be calculated and averaged for each category. The sum of average scores divided by the number of categories will equate to the total score for each council member.

5. Verification: Ensuring complete transparency and objectivity, the evaluation form shall be structured to avoid human influence and error, with automated software or programs handling the tabulation results as practicable.
6. Publication: The aggregated evaluation scores, without disclosing individual evaluator identities, will be made publicly available to all stakeholders in a transparent manner within three (3) calendar days from the last day of submission by council members. (see Annex C)
7. Vote of No Confidence: Any council member who achieves an average total score lower than 3 or an average score below 3 in Governance Participation, shall be automatically reviewed by the IMC and could elevate to a Vote of No Confidence process.

Rationale

1. Accountability: The end-of-epoch peer evaluation process holds council members accountable for their performance, fostering a culture of responsibility and dedication to the DAO's mission.
2. Continuous Improvement: By receiving constructive feedback from their peers, council members can identify areas of strength and areas that require improvement, facilitating personal growth and better governance practices.
3. Transparency: Publishing the aggregated evaluation scores provides transparency to stakeholders, allowing them to assess the performance of council members and make informed decisions during future elections.
4. Balanced Evaluation: Weighting the scores based on the role of the evaluator ensures a balanced assessment.
5. Verification: Involving the DAO's legal team in verifying the accuracy of the scores adds an additional layer of credibility and ensures the integrity of the evaluation process.

By implementing the end-of-epoch peer evaluation process, we reinforce the DAO's commitment to transparency, accountability, and continuous improvement. This proposal establishes a robust framework for evaluating council members' performance and enhancing the overall effectiveness of governance within the DAO.

Use Case:

Web 2.0 Companies & Organizations utilizing peer evaluation for its board of directors

Sponsor:

Scrubadubdad

Annex A - Metrics & Desired Behaviors

Metric	Description	Desired Behaviors
Collaboration	Evaluating the council member's collaboration skills, including their ability to work effectively with other council members, stakeholders, and DAO contributors.	<ul style="list-style-type: none">● Open Communication: Council members should foster an environment of open and transparent communication, promoting active dialogue, idea sharing, and knowledge exchange.● Active Participation: Council members should actively participate in collaborative efforts, taking initiative to contribute their expertise, insights, and resources. They should engage proactively in discussions, meetings, and collaborative activities, demonstrating a commitment to teamwork and collective decision-making.● Respectful Engagement: Council members should engage with others in a respectful and inclusive manner, valuing diversity and treating all stakeholders with respect and dignity. They should listen attentively to different viewpoints, encourage constructive debates, and ensure that everyone's contributions are heard and considered.● Shared Goals and Vision: Council members should work towards shared goals and a common vision, aligning their efforts to achieve collective objectives. They should actively seek opportunities to collaborate with others, fostering partnerships and alliances that promote synergy and collective impact.● Effective Conflict Resolution: Council members should approach conflicts or disagreements with a constructive mindset, seeking resolutions that balance differing perspectives and interests. They should employ effective conflict resolution techniques, such as active listening, negotiation, and compromise, to reach mutually beneficial outcomes and maintain a harmonious collaborative environment.
Governance Participation	Assessing the council member's active involvement in DAO governance activities, such as voting, proposing and reviewing proposals, and participating in discussions.	<ul style="list-style-type: none">● Regularly casting informed votes on governance proposals including rationale for votes, actively participating in voting discussions, and considering the impact of decisions on the DAO and its stakeholders.● Attending and actively contributing to governance meetings, coming prepared with relevant insights or suggestions, and actively engaging in discussions and decision-making processes during meetings.● Thoroughly reviewing governance proposals, offering constructive feedback based on merit, feasibility, and alignment with the DAO's objectives, and actively engaging in discussions to improve the quality and effectiveness of proposals.

		<ul style="list-style-type: none"> ● Regularly attending council town-halls and participating in the discussions and questions asked by the community.
Knowledge and Expertise	Evaluating the council member's knowledge, expertise	<ul style="list-style-type: none"> ● Domain Expertise: Council members should possess in-depth knowledge and expertise in their respective domains or areas of responsibility within the DAO. They should have a strong understanding of the relevant industry trends, best practices, and emerging technologies, allowing them to make informed decisions and provide valuable insights. ● Application of Expertise: Council members should effectively apply their knowledge and expertise to solve complex problems, make informed decisions, and provide valuable insights to the DAO. They should leverage their specialized knowledge to contribute to strategic discussions, offer guidance, and support the development and implementation of high-quality initiatives. ● Research and Analysis: Council members should possess strong research and analytical skills. They should be able to gather and evaluate relevant information, conduct thorough analyses, and make data-driven decisions. They should be adept at synthesizing complex information into actionable recommendations, ensuring informed decision-making within the DAO. ● Thought Leadership: Council members should exhibit thought leadership within their areas of expertise. They should contribute valuable insights, generate innovative ideas, and share their expertise with the DAO community. By providing thought leadership, they inspire others, drive meaningful discussions, and contribute to the DAO's strategic direction.
Proposal Drafting	Assesses the council member's ability to create well-structured, comprehensive, and persuasive proposals that effectively communicate the purpose, objectives, and implementation plan of a project. It evaluates the clarity, coherence, and professionalism of the proposal draft.	<ul style="list-style-type: none"> ● Clear and Concise Communication: The council member should present ideas and concepts in a clear and concise manner, avoiding ambiguity or unnecessary complexity. The proposal should be easily understood by both technical and non-technical stakeholders. ● Logical Structure: The council member should organize the proposal in a logical and coherent manner, with a summary, objective, and rationale. The structure should guide the reader through the proposal, highlighting key points and supporting arguments. ● Comprehensive Content: The proposal should address all essential aspects of the project. It should provide sufficient detail to enable stakeholders to make informed decisions. ● Alignment with DAO Objectives: The proposal should clearly demonstrate how the project aligns with the goals, values, and strategic direction of the DAO. It should

		highlight the potential benefits and value that the project brings to the DAO community and ecosystem.
Proposal Evaluation	Evaluating the council member's ability to critically evaluate proposals, considering their alignment with the DAO's goals, impact, feasibility, and potential risks.	<ul style="list-style-type: none"> • Conducting a detailed examination of proposals, considering all relevant aspects, such as feasibility, impact, risks, and alignment with the DAO's goals, and providing insightful feedback or suggestions to enhance the quality and effectiveness of the proposed initiatives. • Objective Assessment: The council member should evaluate proposals objectively, setting aside personal biases or preferences. They should base their assessment on merit, considering the proposal's alignment with the DAO's objectives and its potential to benefit the community and ecosystem. • Constructive Feedback: The council member should provide constructive feedback on proposals, highlighting strengths and areas for improvement. They should offer specific suggestions or recommendations to enhance the quality and effectiveness of the proposed initiatives, fostering a culture of continuous improvement. • Consideration of Community Impact: The council member should assess the potential impact of proposals on the DAO community. They should evaluate how proposals align with the needs and aspirations of community members, and consider the potential positive or negative consequences for community engagement, inclusivity, and well-being. • Identifying areas of improvement or opportunities, preparing well-structured proposals, actively seeking feedback from the community, and submitting proposals that align with the DAO's goals and enhance its effectiveness.

Annex B - Peer Evaluation Survey (Sample)

Illuvinati Main Council					
Name	Collaboration	Governance Participation	Knowledge & Expertise	Proposal Development	Proposal Evaluation
CM 1					
CM 2					
CM 3					
CM 4					
Self					

*Suggestion: Use Google Survey to ensure only the GCM, Legal, Evaluator has access to these forms.

Annex C - Example Publication

Epoch 8

Illuvinati Main Council						
Name	Collaboration	Governance Participation	Knowledge & Expertise	Proposal Development	Proposal Evaluation	Total Average (Not including self)
CM 1						
CM 2						
CM 3						
CM 4						
CM 5						

Strategy Sub-Council						
Name	Collaboration	Governance Participation	Knowledge & Expertise	Proposal Development	Proposal Evaluation	Total Average (Not including self)
CM 1						
CM 2						
CM 3						
CM 4						
CM 5						

Gaming Sub-Council						
Name	Collaboration	Governance Participation	Knowledge & Expertise	Proposal Development	Proposal Evaluation	Total Average (Not including self)
CM 1						
CM 2						
CM 3						
CM 4						
CM 5						

Marketing Sub-Council						
Name	Collaboration	Governance Participation	Knowledge & Expertise	Proposal Development	Proposal Evaluation	Total Average (Not including self)
CM 1						
CM 2						
CM 3						
CM 4						
CM 5						

Gaiming Sub-Council						
Name	Collaboration	Governance Participation	Knowledge & Expertise	Proposal Development	Proposal Evaluation	Total Average (Not including self)
CM 1						
CM 2						
CM 3						
CM 4						
CM 5						