

3. Mock Performance Evaluation Template

Junior Engineer Evaluation Sheet

Performance Category	Rating (1–5)	Manager Comments
Task Communication		
Cross-Team Collaboration		
Technical Problem Solving		
Timeliness of Delivery		
Code Integrity & Testing		

Development Areas

- Sign up for unit testing courses/automation training
- Do together with a senior engineer sprint backlog grooming
- Engage in cross-team planning to build visibility
- Promote speaking up in the code reviews

This assessment formulation is designed to provide a comprehensive understanding of both behavioral and technical skills. Having an understanding of the quality of communication, collaboration, delivery, and testing, the review will not only determine what needs improvement but also why (Vangala, 2025). The provision of open-ended comments will enable personalization without strict scoring. The section on "Development Areas" makes the feedback forward-looking and actionable. Such assessments foster self-development and flexibility in junior engineers, particularly in agile environments. Instead of concentrating solely on KPIs, this template enables engineering managers to foster growth, uncover hidden potential, and address friction points (Petraitis, 2025). It helps build a psychologically safe organizational culture because expectations are shared, and learning is a life-long thing.

References

Petraitis, I. (2025). *Project management key performance indicators and their determination in organizations* (Doctoral dissertation, Vilniaus universitetas.).

<https://epublications.vu.lt/object/elaba:229581816/>

Vangala, V. (2025). Enhancing collaboration between development and operations teams in

DevOps. [https://www.researchgate.net/profile/Vidyasagar-](https://www.researchgate.net/profile/Vidyasagar-Vangala/publication/388420990_Enhancing_Collaboration_Between_Development_and_Operations_Teams_in_DevOps/links/679831d8645ef274a44c15bc/Enhancing-Collaboration-Between-Development-and-Operations-Teams-in-DevOps.pdf)

[Vangala/publication/388420990_Enhancing_Collaboration_Between_Development_and_Operations_Teams_in_DevOps/links/679831d8645ef274a44c15bc/Enhancing-Collaboration-Between-Development-and-Operations-Teams-in-DevOps.pdf](https://www.researchgate.net/profile/Vidyasagar-Vangala/publication/388420990_Enhancing_Collaboration_Between_Development_and_Operations_Teams_in_DevOps/links/679831d8645ef274a44c15bc/Enhancing-Collaboration-Between-Development-and-Operations-Teams-in-DevOps.pdf)