

# OUA BITS SP2 2018

## Self and Peer Evaluation Metrics using SparkPlus

### A. Quantity of Work Rating \*

- 0 – **Disengaged:** Did nothing
- 1 – **Minimum:** Did enough to just get by
- 2 – **Needs Improvement:** Occasionally exceeds standards
- 3 – **Satisfactory:** Does more than required
- 4 – **Industrious:** Consistently High Quality. Consistent
- 5 – **Outstanding:** Mostly? exceeds productivity standards.

### B. Quality of Work Rating \*

- 0 – Careless. Frequently makes mistakes affecting the assignment standard.
- 1 – Frequency of errors makes them somewhat unreliable.
- 2 – Work is essentially correct.
- 3 – Satisfactory: Accurate when and where it really counts.
- 4 – Accurate: Almost always accurate in all areas of contribution
- 5 – Outstanding. Perfect quality. Few? mistakes.

### C. Communication Skills Rating \*

- 0 – Blunt, discourteous, does not listen, antagonistic, distant, aloof.
- 1 – Sometimes tactless. Approachable and friendly once known by others.
- 2 – Agreeable and pleasant. Warm, friendly, sociable, listens.
- 3 – Always polite and willing to help. Highly sociable and outgoing. Listens and understands
- 4 – Courteous and very pleasant. Excellent at establishing good will.
- 5 – Inspiring to others. Artful listener. Really understanding.

### D. Initiative Rating \*

- 0 – Displays no self-starting characteristics. Acts without purpose.
- 1 – Puts forth little effort. Requires prodding—sets no speed records.
- 2 – Puts in minimal effort to get task completed.
- 3 – Strives hard. Desires to achieve.
- 4 – High desire to achieve. Always puts in a solid days exemplary work.
- 5 – Sets high goals. Self starter with high motivation. Constantly exceeds expectations

### **E. Personal Relations Rating \***

- 0 – A most disruptive influence
- 1 – A source of some friction
- 2 – Causes no problems
- 3 – Satisfactory, harmonious
- 4 – A positive factor
- 5 – Respected by others. Presence adds to environmental stability

### **F. Group Meeting Attendance Rating \***

- 0 – Never attended meetings. Showed no interest.
- 1 – Occasionally attendance. Would commit and then not show.
- 2 – Sometimes uncooperative in planning schedules. Hard to get in touch with. Usually attends
- 3 – Attends. Usually late
- 4 – Almost always attends, and on time.
- 5 – Never missed a meeting. Always on time

### **G. Attitude and Enthusiasm Rating \***

- 0 - Poor disposition, uninvolved, indifferent
- 1 - Unenthusiastic, blasé
- 2 – Half-hearted effort
- 3 - Positive disposition
- 4 - Positive attitude and spirited.
- 5 - Exuberant and eager. Positive influence. Inspiring to others. Team builder.

### **H. Dependability Rating \***

- 0 – Uninvolved. Unreliable
  - 1 – Erratic but tries somewhat.
  - 2 – Occasionally produces. Inconsistent.
  - 3 – Needs improvement. Average.
  - 4 – Very trustworthy. Can be counted on to take responsibility in general.
  - 5 – Always responsible. Kept the group together pointing in the right direction.
- A steady consistent influence