Proposed Weightage		4	3	2	1
3	Aptitude				
	logic / problem solving	Exceptional logical skills, can independently think of solutions to complex requirements	Is able to tackle most requirements without assisstance.	Can think of algos but needs constant monitoring.	Needs assistance all the time. Cannot process complex requirements.
	referencing skills	Accurate referencing, how quickly she can locate, analyze and present information, filters unwanted data.	Is able to complete most of reference work accurately. Has decent skills to analyze and present the information.	Can do reference on relatively simpler topics but needs guidance.	Cannot reference independently and find solutions to even basic problems.
3	Code Implementation				
	auditing skills	Accurately follows programming guidelines documents and code doesnt need to be reaudited.	Mostly follows all the programming guidelines. The code seldom needs audits.	Misses quite a few of the points from the programming guidelines. Needs regular auditing.	Code is messy and needs constant auditing. Missing crucial comments.
	technical knowledge	Proficiency and excellent grasp in programming frameworks, even those beyond scope of the project. General awareness.	Good grasp of the programming frame work he/she has earlier worked on or is currently working on.	Has very basic knowledge of programming frameworks but can grasp concepts discussed in training.	Lacks basic knowledge of programming framework and forgets concepts discussed in training.
	requirements implementation	Understands and implements complex requirements accurately, offers creative solutions, takes justifiable calls.	Is able to understand and implement most requirements accurately	Needs help in understanding requirements but can implement most requirements accurately.	Often off the mark as far as understanding / implementing requirements are concerned.
2	Deadlines				
	Effort Estimation	Accurate estimation, budgets for audit, reference.	Mostly gives a correct estimate with a tolerance of 20%.	Most of the estimates are incorrect.	Can never estimate accurately.
	Work Completion	Always delivers per estimates and/or deadlines	Mostly delivers as per estimates and deadlines. (Tolerance 10%)	Often misses deadlines. (More than 30%)	Often misses deadlines (More than 50%)
	Pressure	Can deliver consistently and maintain quality even under pressure	Can meet deadlines under pressure but the code quality is compromised.	Misses most deadlines and compromises quality when under pressure	Cannot work under pressure, work quality deteriorates and loses interest.
1	Leadership skills / Personal Productivity				
	Planning and time management	Manages time efficiently, takes few breaks, automates tasks, prioritizes work intelligently.	Sometimes takes long breaks, prioritizes his work well most of the times.	Takes long breaks and needs help prioritizing his tasks.	Takes many long breaks and distracts others as well. Works in a random manner and does not understand priorities.
	reliability/commitment/	Can be relied upon to complete tasks, never needs to be chased, punctual, not resistant to change.	Completes most of his tasks without reminders. Is there whenever the team/manager needs him.	Can complete tasks but needs a few reminders. Not very comfortable with change.	Tasks assigned are seldom completed even after multiple reminders. Has lots of reservations about coming in early or staying late when required.
	interpersonal skills	team player, motivates others, and is self motivated	Works well with most people and manages to keep himself focused at work.	Has issues while working with many people and needs to be motivated regularly.	Has issues working with juniors, subordinates and seniors. Is always negative and has an thus affects team moral.
	leadership skills	Takes initiative, guides peers and subordinates,	Does what he is told to and sometimes gives valuable suggestions. Is open to guiding people when they approach him.	Does only what he is told to do. Not very good at guiding others.	Is very laidback and is never interested in helping the team grow.
1	Communication skills				
	documentation	Thorough, clear, comprehensive, accurate documentation as and when required.	Documentation is mostly clear but misses some points.	Documentation is unclear and many points are missed.	incomplete and confusing documentation
	email communication	Clear, covers all points, responsive.	Is responsive to mails but sometimes misses some points in the mail.	Replies to mails but misses many points.	Does not reliably respond to mails. Replies to some part of the mail and ignores most of it without specifying any reason. Mails are non committal and mostly useless.
	language communication *	Exceptional English communication skills. Can handle conference calls alone.	Average English skills. Can be part of conference calls but will need a senior member all the time.	Poor English skills. Can communicate internally.	Communicates in very broken English. It is very difficult to understand what he means even when he is communicating with Zeus people.
	A+ Subjective field in less than 200 words				
Weighted Count		28			

Proposed Weightage		4	3	2	1
Count	15				