

Employer Evaluation of Student Performance

Student: Rushabh Nisher
Boston Housing

Term: 2019 - Fall

Company: Authority

Completed On: 12/11/2019

Evaluator: Gloria Meneses

1 Communication: *Demonstrates effective written and oral communication, and exhibits behaviors related to interpersonal communication, including listening, responding, and conveying ideas.*

5 - Superior

Comment:

Rushabh has demonstrated excellent written and oral communication with the many individuals he has had to work with. He listens, and conveys his views and findings clearly. Very professional and knowledgeable. He adjusts easily to our business culture and a high speed learner. A really pleasure to work with. All I have heard from everyone working with him is how intelligent Rushabh is and his pleasant personality.

2 Diversity & Cultural Agility: *Understands and is sensitive to the differences of others. Effectively manages and recognizes the value of backgrounds and perspectives.*

5 - Superior

Comment:

We are a very diverse group. Different nationalities, race, ethnicity, language, and gender. Rushabh has displayed absolutely no problems fitting in and enjoying the people he has been working with. He has actively participated in our social events. Extremely respectful and with an excellent sense of humor adopting to our day to day "crazy busy" environment. Willing to assist in whichever way possible.

3 Ethical Behavior: *Exhibits integrity and ethics in work, relationships, and making appropriate choices.*

5 - Superior

Comment:

As previously stated he has had no problems whatsoever intergrating to our very diverse staff. Excellent relationships with all staff he has worked with in our department and other BHA departments.

4 Problem-solving/critical thinking: *Identifies and analyzes complex problems, proposes alternatives, and selects a solution.*

5 - Superior

Comment:

Yes, Rushabh has clearly identified, documented, and solved problems within his control and provided detail information of alternative solutions to be reviewed and completed by third party vendors. We work with a layered and complex systems which requires to interact with third party vendors to address some of the issues to be resolved. Thanks to Rushabh most of the problems have been resolved and others pending to be resolved that are beyond his control. I wish I could keep him here longer to see all issues resolved. I will truly miss him and I know for a fact that all who has worked with him will miss him as well.

- 5 Professionalism:** *Respects the culture of an organization relative to attire, reliability, time management, attendance, language, and boundaries.*

5 - Superior

Comment:

Rushabh is extremely professional and also has a good sense of humor much needed in order to survive in a stressful and demanding environment as ours.

- 6 Reflection:** *Learns and adapts from previous experience, integrating feedback from managers and colleagues.*

5 - Superior

Comment:

Rushabh was proactive requesting materials available to get a head start prior to his first employment date. He came prepared and already with impressive knowledge and understanding of our policies. Thus, he was able to start the needed work immediately with very little oversight.

- 7 Teamwork:** *Engages in group dynamics, collaborating successfully to achieve common goals and needs.*

5 - Superior

Comment:

Rushabh has created various means of communication for the various levels of workforce and has kept management and other departments informed of each step of work required, accomplished, and smoothly collaborated with internal and external sources.

- 8 Work Ethic & Initiative:** *Identifies work that needs to be completed, brainstorms and shares ideas, and demonstrates independence.*

5 - Superior

Comment:

Rushabh is a very detailed oriented person and really understands the best data flow and how it should be displayed to clients for an easier and more pleasant experience. He has brainstormed, collaborated closely with our department and other department staff to ensure our systems have been corrected where it was not properly functioning and others had not noticed. He is very creative and shares his valuable ideas clearly with others. He

works perfectly individually, in a team environment and excellent creating training materials as well as a presenter.

9 *Describe the skills and competencies the student developed while on co-op.*

Rushabh develop data mapping skills in sequel. We have an extremely complex data mapping and it takes excellent software and analical experience to really understading our data in order to manipulate it and obatain the needed results. Ruhahb us a very applied individual, detailed oriented, and patient. He has the perfect skills to develop this sort of valuable skills for computer programming, data manipulation, and pulling the appropriate data for needed reports.

Creating eligibility set-ups for our web-based portal and sequel data system.

He also worked on improving both his written and oral communications creating written reports, training materials, tracking reports for work to be completed, successfully completed, and issues to be resolved with details including recommendations as to how to have best resolutions and outcomes.

He provided excellent training for over 30 staff members with computer slides and materials distributed to each individual in advance of the training date. Extremely prepared for his presentation.

10 *Share your perspectives of the student's performance including observed areas of strength and areas of improvement. Please note that any score of Developing (1 - 2) requires a short answer response to provide further information in order to support the student's professional growth and development.*

I believe that the most improvement observed was his interaction with staff. He appears to be a shy, reserved individual but he quickly adjusted to our work enviroment and integrated with BHA staff. He transitioned easily opening his oral communication with others and impressing all of us with his intellectual level as well as with his professional and charming, easy going personality. His organizational skills are excellent which actually help us tremendously with moving our project along with less staff than we had anticipated.

This is Rushabh's first job in his field of studies and he has taken advantage to perform at high levels. His professionalism and desire to learn and get the job done at higher standards has been noticed by all. He has interacted with programmers who have over 25 years of experience. His interaction with our programmer has been excellent and he has demonstrated how knowledgeable he is and his ability to learn the complex computer and business systems/procedures.

I am certain that he will excel in any job he is hired to do. I look forward to have our paths cross again in the future. We wish him only but lots of success in his career, more than well deserved.

Rushabh is a very reliable, responsible, professional, and pleasant to work individual.

Perfect attendance and punctuality. Thank you for authorizing his intership with us. We have more work to be done and I wish we could keep him here longer.

11 Did you review this performance evaluation with the student?

Yes

12 If you were in a position to add talent to your organization, would this student be the type of candidate you would like to hire post-graduation?

Yes

Comment:

Absolutely YES! Without a doubt. It is very rare to find staff with all the excellent skills and professional level as Ruhabh has displayed during his entired intership with us. I have been hiring and supervising staff for over 25 years and I know talent and excellence as a professional and personality traits. Rushabh is and will be quite an asset for the fortunate agency that gets to hire him post his graduation.