

Acknowledgment

Manager Feedback

Manager Acknowledgment
Status

Comment

Employee Acknowledgment
Status

Acknowledge Review with Comments

Comment

Entered by
Salil Gupta

Date
05/18/2016 04:52 PM

Productivity

Competency
Functional/Technical Skills

Description
Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.

Feedback
Manager Evaluation
Manager Rating
4 - Exceeded Expectations

Comment
From a pure technical stand point one of the strongest. Has shown a wide range of skills and even learning new techniques.

Employee Evaluation
Employee Rating
4 - Exceeded Expectations

Comment

Competency
Getting Organized

Description

View Details: Manager Evaluation: 2015-2016
Exempt Employee Performance Review: Salil
Gupta

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05/18/2016
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Accurately scopes out length and difficulty of tasks and projects; sets objectives and goals; breaks down work; develops schedules and task/people assignments; anticipates and adjusts for problems; measures performance against goals. Can marshal resources (people, funding, and support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently; arranges information and files in a useful manner. Uses time effectively and efficiently; values time; concentrates efforts on the more important priorities; gets more done in less time than others; can attend to a broad range of activities.

Feedback

Manager Evaluation

Manager Rating

3 - Met Expectations

Comment

Employee Evaluation

Employee Rating

4 - Exceeded Expectations

Comment

Competency

Customer Focus

Description

Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements; acts with customers in mind; gains customer trust and respect.

Feedback

Manager Evaluation

Manager Rating

4 - Exceeded Expectations

Comment

He came up with a lot of the reports and processes that the business will use. Understands what the customer is looking for and can deliver it technically.

Employee Evaluation

Employee Rating

4 - Exceeded Expectations

Comment

Competency

Results Oriented

Description

Can be counted on to exceed goals successfully; very bottom-line oriented; steadfastly pushes self and others for results.

Feedback

Manager Evaluation
Manager Rating
4 - Exceeded Expectations

Comment
Always hits his deadlines and will always hit his goals.

Employee Evaluation
Employee Rating
4 - Exceeded Expectations

Comment

Summary

Manager Evaluation
Manager Rating
4 - Exceeded Expectations

Overall Rating Weight
50

Feedback
Employee Evaluation
Employee Rating
4 - Exceeded Expectations

Success Attributes

Competency
Action Oriented

Description
Works well with minimum supervision, self-starter, seeks additional work, gets the job done, persistent, trustworthy. Enjoys working hard; is challenge-oriented; seizes opportunities.

Feedback
Manager Evaluation
Manager Rating
4 - Exceeds Expectations

Comment
Always looking to improve his skills and use new technologies in ways to help AmTrust.

Employee Evaluation
Employee Rating
4 - Exceeds Expectations

Comment

Competency
Decision Making

Description

Makes good decisions based upon a mixture of analysis, experience and judgment; most solutions and suggestions turn out to be correct and accurate when judged over a performance period; knows when to appropriately escalate concerns to management.

Feedback
Manager Evaluation
Manager Rating
3 - Meets Expectations

Comment

Employee Evaluation
Employee Rating
4 - Exceeds Expectations

Comment

Summary

Manager Evaluation
Manager Rating
4 - Exceeds Expectations

Overall Rating Weight
30

Feedback
Employee Evaluation
Employee Rating
4 - Exceeds Expectations

Interpersonal & Self-Development

Competency
Cooperation

Description

Works and acts in conjunction with others to achieve common goals and work objectives.

Feedback

Manager Evaluation

Manager Rating

4 - Exceeds Expectations

Comment

Works really well the BA's, the business and peers.

Employee Evaluation

Employee Rating

4 - Exceeds Expectations

Comment

Competency

Communication

Description

Uses a variety of communication methods and styles as appropriate for the information; uses clear and concise language to express ideas; listens and ensures understanding between parties.

Feedback

Manager Evaluation

Manager Rating

3 - Meets Expectations

Comment

Employee Evaluation

Employee Rating

4 - Exceeds Expectations

Comment

Competency

Demonstrating Personal Flexibility

Description

Knows personal strengths, weaknesses, and opportunities; seeks and values feedback; gains insights from mistakes; is open to criticism; isn't defensive. Is personally committed to and actively works to continuously improve; understands that different situations may call for different skills and approaches; works on compensating for weaknesses and limits. Picks up on things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge.

Feedback

Manager Evaluation

Manager Rating

4 - Exceeds Expectations

Comment

Isn't defensive when asked to take a new approach and works on more projects then other team members which showcases his flexibility.

Employee Evaluation
Employee Rating
4 - Exceeds Expectations

Comment

Summary

Manager Evaluation
Manager Rating
4 - Exceeds Expectations

Overall Rating Weight
20

Feedback
Employee Evaluation
Employee Rating
4 - Exceeds Expectations

Goals

Goal
Forecasting

Description
To implement a business actionable Forecasting model.

Supports

Due Date
12/31/2016

Status

Manager Evaluation
Comment

Employee Evaluation
Comment

Summary

Manager Evaluation

Comment

Overall Salil is doing a great job and as he continues to grow at AmTrust I see great things. I'd like to highlight his great work on MedMal and the CRM system as two great accomplishments.

Employee Evaluation

Comment

Overall

Manager Evaluation

Rating

4 - Exceeds Expectations

Employee Evaluation

Rating

4 - Exceeds Expectations