**3. Mock Performance Evaluation Template**

**Junior Engineer Performance Evaluation Template**

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| **Evaluation Criteria** | **Rating Scale (1 – Needs Improvement, 5 – Excellent)** | **Comments** |
| Communication | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 |  |
| Collaboration | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 |  |
| Problem-Solving | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 |  |
| Delivery Timeliness | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 |  |
| Code/Design Quality | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 |  |
| Initiative & Growth | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 |  |
| **Development Suggestions** | **Example**: Improve Git documentation; attend code review workshops |  |

This performance template also makes it clear and fair to evaluate junior engineers, maintaining both technical and behavioral aspects, so that a leader can identify specific areas for development, such as communication issues or consistent delays in delivery (Pathirana, 2024). Structured evaluations are used to create a benchmark that can be referenced throughout the year as a consistent source of feedback, aligning the team's performance with the organization's overall goals. The format promotes coaching over criticism because it provides a platform to provide qualitative feedback, as well as personalized growth recommendations. In teams with constantly moving regulatory deadlines and ever-changing complexities, such an organized tool enables managers to avoid bias, overlook talent, and take timely action when it comes to declining performance (Taherdoost, 2024). When users combine it with quarterly objectives and review discussions, it becomes the basis for individualized development plans, thus encouraging trust, motivation, and the acquisition of skills in junior talent.

**References**

Pathirana, G. (2024). Beyond metrics: Crafting a dynamic performance evaluation system. In *Employee performance management for improved workplace motivation* (pp. 145-172). IGI Global. <https://www.igi-global.com/chapter/beyond-metrics/355457>

Taherdoost, H. (2024). Team building in R&D projects. In *Innovation Through Research and Development: Strategies for Success* (pp. 153-178). Cham: Springer Nature Switzerland. <https://link.springer.com/chapter/10.1007/978-3-031-52565-0_8>