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2024 Continuous Performance Management Form for Nikolay Rumenov Raykov

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Nikolay Rumenov Raykov

1

Out of 4

3.0 - Exceptional Job
Overall Score

✓ 0

Incomplete Items

✉ 0 ⏲ 0
Supporting

△ 11 ▽ 0
Gap Analysis

KEY PERFORMANCE GOAL (KPG) **2024 OTHER PERFORMANCE GOALS** **PRINCIPLES**

STRENGTHS **CAREER INTERESTS** **INDIVIDUAL DEVELOPMENT PLAN** **CONFIDENTIAL**

SUMMARY **MID-YEAR CHECK-IN** **END-OF-YEAR CHECK-IN**

KEY PERFORMANCE GOAL (KPG)

Key Performance Goal (KPG): This is the most important goal and how the employee contributes to the success of the business, function or team.

Employees should have only ONE KPG (having more than one KPG will not allow the form to be finalized). Other goals should be added to the "Other Performance Goals" section). Click [here](#) for more information about goal-setting.

Click "[+Add Goal](#)" to create the KPG.

[Less](#)

Key Performance Goal (max 1)

Medtronic PBI automation

Create and automate the whole dashboard process

* Manager Rating [?](#)

Exceptional Job

Goal Details

Other Details

Overall Goal Comments

Manager Comments

Niki R. has assumed the responsibility of developing, refining, and maintaining systems for both Medtronic and Lexmark.

2024 OTHER PERFORMANCE GOALS

Click "+ Add Goal" to create the goal.

Use this section to add all other relevant Performance Goals.

Other Performance Goal

Lead the project

Prove yourself as reporting lead

* Manager Rating 



Goal Details

Other Details

Other Performance Goal

Support the team

help the team when asked for support

* Manager Rating



Goal Details

Other Details

Section Comments:

Manager Comments

Niki is consistently willing to offer assistance and support.
Additionally, his ability to take initiative and independently solve problems is a valuable part of his skill set.

PRINCIPLES

Evaluate the associate's alignment with our company principles and rate how consistently the employee has demonstrated these principles at work.

[Expand All](#) [Collapse All](#)

Item	Official Rating
	*
Focus on what matters	 Always
Speak directly	 Regularly
Work smarter together	 Regularly
Have fun in what we do	 Regularly

Section Comments:

Manager Comments

His focus is consistently directed towards achieving his goals, and he reliably meets his deadlines—hopefully finding enjoyment in the process as well.

STRENGTHS

Add the competencies that best reflect the strengths demonstrated by the employee. Have a conversation with your employees to discuss their strengths and how they can best be leveraged in their activities and to support the team.

Click “**+Add item**” to add a strength.

Section Comments:

Manager Comments

Dedicated, focused, and eager to help and learn, he approaches tasks with confidence in his decision-making abilities.

CAREER INTERESTS

Indicate the employee's interest in other roles in the organization. Have a conversation with your employees to understand their career aspirations and their interest in expanding their current scope.

Click “+Add item” to add a career interest.

Section Comments:

Manager Comments

Becoming a sr / lead

INDIVIDUAL DEVELOPMENT PLAN

A development need is a skill to be refined, a behavior to be improved, or knowledge to be acquired in order to improve current performance or to prepare for career growth. Click [here](#) for more information about the individual development plan.

Click "+Add Goal" to select a development need from the library for your employee.

Development Goal

In Progress

Reporting, Dashboard & BI

Processing and collating data and displaying them in a meaningful, easy-to-read and visually appealing format.

Goal Details Other Details

Development Current Role Focus

Status In Progress

Development Technical and Job-Specific Category

SUMMARY

Please select an Overall Form Rating which accurately represents the quality of the employee's contributions in this CPM cycle. Based on the Calculated Form Rating, we recommend an Overall Form Rating of:

Needs Improvement: 1.00 - 1.99

Meets Expectations: 2.00 - 2.89

Exceptional Job: 2.90 - 3.00

Calculated Form Rating is determined by Key Performance Goal Rating (40%), Other Performance Goals Ratings (40%) and Principles Ratings (20%)

[Less](#)

* Overall Form Rating: [?](#)

 Exceptional Job

Calculated Form Rating:

2.65/3.0

Name	Rating
KEY PERFORMANCE GOAL (KPG)	3.0
Medtronic PBI automation	3.0 - Exceptional Job
2024 OTHER PERFORMANCE GOALS	2.5
Lead the project	2.0 - Meets Expectations
Support the team	3.0 - Exceptional Job
PRINCIPLES	2.25
Focus on what matters	3.0 - Always
Speak directly	2.0 - Regularly
Work smarter together	2.0 - Regularly
Have fun in what we do	2.0 - Regularly

MID-YEAR CHECK-IN

Overall Mid-Year Comments

Manager Comments

Nikolay has consistently demonstrated exceptional critical thinking, a strong willingness to help, and a dedication to tutoring. He was the first to take charge of key clients such as Medtronic and Lexmark, achieving consistently positive results in operations across the board.

[More](#)

END-OF-YEAR CHECK-IN

Overall End-of-Year Comments

Manager Comments

Niki is a stable and consistent professional, known for his exceptional critical thinking skills and strong willingness to help others. Niki is dedicated to tutoring and guiding his colleagues, confidently making decisions while maintaining a focus on his goals. His eagerness to take on additional responsibilities highlights his commitment to personal and professional growth.

[More](#)