



Student Name: **Casey Flynn**  
Placement For: **Fall/2010**  
Company Name: **Intuit**  
Supervisor: **Bill Hendricks**  
Job Title: **(CCIS) Engineering & Operations Co-op Prog. (EOCP)**

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**1) Your Name:**

Bill Hendricks (w/Amir Eftekhari)

**2) Were you the student's immediate supervisor?**

Yes

*Comments:* Casey reported to me (Bill) in our HR systems and I worked with him for the first couple of months he was here. For the remaining months he worked with Amir. Amir & I filled this out together

**DUTIES**

**3) Summarize the student's duties during the co-op experience:**

Under Bill: - Contribute to developing concepts for cross-selling Mint and IRA and Savings accounts to TTO customers - Assist in the creation of design comps for these concepts Under Amir: - Code features for SnapTax (Intuit's tax product on the iPhone & Android) - Test features for SnapTax (Intuit's tax product on the iPhone & Android)

**INTERPERSONAL ABILITIES**

**4) The student's ability to interact effectively with other professionals/clients/consumers and deal effectively with cultural and ethnic diversity issues:**

MET STANDARD (Worked cooperatively with others)

**WRITTEN COMMUNICATION**

**5) The way a student communicated ideas and information in writing (e-mail, reports, correspondence and graphs):**

MET STANDARD (Clear and organized)

**VERBAL COMMUNICATION**

**6) The way in which the student organized and communicated ideas and information appropriate to the listener and situation:**

EXCEEDED STANDARD (Clear, concise, appropriate language and tone)

*Comments:* Casey is very articulate

**TEAMWORK / INTERDISCIPLINARITY**

**7) The way a student worked in groups toward common goals and needs:**

EXCEEDED STANDARD (Facilitated/coordinated the contribution of others in group settings to achieve common goals/needs)

*Comments:* Sacrificed to help the SnapTax team, worked late, created test cases

**PROBLEM SOLVING**

**8) The way a student recognized and defined problems, analyzed data, developed and implemented solutions, and evaluated outcomes:**

EXCEEDED STANDARD (Demonstrated an exceptional ability to identify evaluate and recommend solutions)

*Comments:* Did a phenomenal job working on OCR problems, solved many other problems

**CRITICAL THINKING**

**9) The way a student questioned logically, identified, generated and evaluated the elements of a logical argument, recognized and differentiated facts, illusions, assumptions and hidden assumptions, and distinguished the relevant from the irrelevant:**

MET STANDARD (Consistently logical, clear and relevant)

**PROFESSIONALISM**

**10) The way in which the student exhibited professional behaviors in the workplace, and represented professionals and employers effectively (dress, reliability, time management, language, boundaries):**

EXCEEDED STANDARD (Exhibited professional behavior at all times, in and out of the workplace, in accordance with both written and unwritten guidelines, without specific instruction)

**Describe the student's..**

**11) ATTENDANCE**

Regular

*Comments:* Casey attended work on a regular basis, but his attendance at meetings was sometimes irregular for Bill but always regular for Amir

**12) PUNCTUALITY**

Regular

**USE OF TIME / RESOURCES**

**13) The student's ability to be organized, set priorities well, be productive, and obtain the maximum time/resources benefit from a minimum investment of time/resources:**

EXCEEDED STANDARD (Routinely sought out and proposed use of new resources that were useful to assigned tasks/projects)

*Comments:* Casey blew Amir away with his speed

**JUDGMENT**

**14) The way a student formed an opinion or evaluated by discerning and comparing available information:**

MET STANDARD (Consistently offered thoughtful analysis when called upon)

**LEADERSHIP**

**15) The way the student demonstrated the ability to give direction/guidance/training to motivate others and to manage conflict:**

Not applicable

*Comments:* We didn't have Casey lead any initiatives

**WORK CONTENT / SKILL ACQUISITION**

**16) The student's ability to apply principles, practices and skills that are specific to the disciplines of your organization:**

EXCEEDED STANDARD (Regularly demonstrated knowledge and skills of the organization's particular field of discipline that were new and helpful to associates in the organization)

*Comments:* Learned very quickly read and studied at home

**TECHNOLOGY LITERACY**

**17) The way the student learned and used technology utilized in your industry:**

EXCEEDED STANDARD (Demonstrated extensive knowledge/ability in use of technology beyond the scope of the job)

**INITIATIVE**

**18) The student's ability to self-assess and self-correct, to identify need and sources of learning, and to continually seek new sources of knowledge and understanding; the ability to take on new work challenges:**

EXCEEDED STANDARD (Always approached tasks with equal enthusiasm; sets high standards and works to achieve them)

**USE OF CONSTRUCTIVE CRITICISM**

**19) The way the student identified feedback sources, sought out and responded to feedback from supervisors, and incorporated it into his or her daily performance:**

MET STANDARD (Accepted positive/negative feedback and usually incorporated it in a satisfactory manner)

**RESPONSIBILITY**

**20) The way the student fulfilled commitments and accepted accountability for actions and outcomes:**

MET STANDARD (Took appropriate ownership of assigned tasks and is able to clearly acknowledge what was expected of him/her)

**PROFESSIONAL ETHICS**

**21) The way the student adhered to ethical standards of the profession and the employer:**

EXCEEDED STANDARD (Adhered to ethical standards and followed appropriate guidelines for addressing ethical concerns)

**STRENGTHS / DEVELOPMENTAL NEEDS**

**22) Please summarize what you believe are the student's strengths/developmental needs:**

Strengths: - Tech knowledge - Passion - Willingness to learn and help - Innovative - Dedication Needs: - Continue to learn and grow, take on greater goals and responsibilities - More professional on things like meeting attendance, less multi-tasking esp. on personal things, responding to mandated activities like training, etc

23) I grant permission for my responses to this evaluation to be shared with employers that the student may seek work with in the future.

Yes

*Comments:* We highly recommend Casey as a SW Engineer to any employer

**SIGNATURE**

24) THANK YOU for answering these questions. Please type your name in the signature space below.

Bill Hendricks Amir Eftekhari

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