**CIS454 Peer Evaluation (one for each person including yourself)**

Your Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Team Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Section:\_\_\_\_\_

Each member in your group will have strengths and weaknesses. Please rate yourself and your team members as honestly as possible. **The very best team members will have a mix of 3s and 4s**.

Warning: If you give someone all 4s, I will assume that you are an unrealistic rater and subtract 2 points from each score you gave each person (including yourself) to make your ratings realistic. To avoid this subtraction you need to **provide a convincing written justification for each person who gets more than five 4s**.

Team Member being rated: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Needs Work**  **1** | **Average/Fair**  **2** | **Good**  **3** | **Excellent**  **4** | **Score** |
| **1** | **Attendance (and promptness)** | Either missed most meetings or was late to most meetings | Attended some meetings on time or attended most meetings but was often late | Attended most meetings on time or attended all meetings but was sometimes late | Attended all meetings and arrived on time |  |
| **2** | **Preparation** | Rarely did what promised to do | Occasionally did what promised to do | Most the time did what promised to do | Always did what promised to do |  |
| **3** | **Participation in meetings** | Distracted, mind elsewhere, not on task | Occasionally off task | Usually on task and involved | Always involved, makes suggestions, keeps on task |  |
| **4** | **Quality of work** | Poor work that needed to redone | Fair work with occasional good | Good work with occasional excellent | Excellent, high quality work |  |
| **5** | **Social Contribution:**   * **Listens well** * **Mediates conflict** | Poor or cause of conflict | Average | Good | Excellent |  |
| **6** | **Leadership** | Poor | Average | Good | Excellent |  |
| **7** | **Innovation** | Showed no innovation | Displayed innovation in spurts or that sometimes fit the project | Displayed innovation that fit the project | Displayed innovation that provided project success |  |
| **8** | **Quality Control**   * **Pulls things together** * **Makes sure that report complete** * **Fills in the gaps** | Poor | Average | Good | Excellent |  |
| **9** | **Attitude** | Poor | Average | Good | Excellent |  |

**Overall this person's performance was:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Very Weak** | **Needs Work** | **Average** | **Good** | **Excellent** | **Incredible \*** |

\*at most 1 team member can be marked Incredible

*(over)*

**Comments on person being rated. Be sure to include explanation for anyone with more than five 4s)**