

PERFORMANCE EVALUATION AND PERSONAL DEVELOPMENT INTERVIEW 2014 FOR PHD STUDENTS

Department of Electrical Engineering	Group:	SPS
Name employee: G. Spina	Working hours:	1 fte
Position: Ph.D.-student	Starting date employment:	1/1/2012
Name supervisor: R.M. AARTJ / B. den Brinker	Salary scale/ number:	
Date interview: 2014 March 11	Employment until:	1/1/2016

POINTS FOR DISCUSSION

Employee

....yes.....
....to early yet, but
prob. Industr. Research
....n.a:.....

Supervisor

- Completion PhD contract within 4 years
- Job ambitions/perspective after PhD
- Awards, Cum Laude graduation

G. has followed Sc. Integrity - PROOF
G. will follow Sc. writing et al.

has done....and will do..... acquiring missing knowledge
some online courses

CORE ACTIVITY

performing research towards
a phD

.....

.....

.....

EVALUATION AGREEMENTS FROM PREVIOUS INTERVIEW

(1) not completed (2) partly completed (3) completed

	1	2	3
- Journal paper on Stethoscope	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
- Completed Ethics app	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Remarks: (work circumstances affecting performance, learning impact)

journal paper was postponed because doing other work
incl. another paper in consensus

PERSONAL PERFORMANCE

(1) room for improvement (2) good

1 2

PERSONAL QUALITY WORK ACHIEVED

Remarks

PERSONAL PRODUCTIVITY/EFFECTIVITYScientific output (journal papers, conference papers, project deliverables, ...)
Remarks *should better there are issues with CiRO (we
be as coaches will help on that)***COOPERATION/TEAM SPIRIT**

Feel valued / experience mutual respect / feel involved / coop with fellow-PhD students

Remarks

COMMUNICATION

Clarity / responsibility / openness / honesty

Remarks

CREATIVITY/ INITIATIVES AND INNOVATION/

Independent, proactive, out-of-the-box thinking

Remarks

SUPPORT FROM SUPERVISOR

Reliable / consistent / can convey his/her vision

Remarks

SUPPORT TOWARDS SUPERVISOR

Remarks

POSSIBLE REMARKS

Personal matters which may have influenced performance

*We as coaches know Gabriele for short, we
took over from Oliver Amth***NEW CONCRETE AGREEMENTS FOR THE NEXT PERIOD****WHAT****WHO****WHEN**

- finalize paper Gabriel mid. March final draft
cluster analysis, AYRC
- stethoscope paper " April 4 Subm.
- boost stethoscope paper " mid. Dec Submission
- report/paper 2nd phase " mid Sept. 2019
follow up cluster paper

PERSONAL DEVELOPMENT WITHIN AND BEYOND THE PHD CONTRACT

(Do I get my PhD within 4 years? Where am I going next, what do I want to develop, when shall I achieve my goals?)

NB: Agreements concerning judicial matters must be approved by the managing director.

WISHES/POSSIBILITIES CONCERNING YOUR DEVELOPMENT AND CAREER IN RELATION TO THE GOALS OF THE ORGANISATION AND PERSONAL EFFECTIVITY

Opinion employee

continue web courses
developing phone Apps
COPD model building

Opinion supervisor

..... agree
..... if not too time consuming we agree
..... agree

REQUIRED/NECESSARY COURSE(S)/ TRAINING/ COACHING

Opinion employee:

see above

Opinion supervisor

AGREEMENTS CONCERNING DEVELOPMENT

What

Who

When

try to be less dependent Gabriele cont.
on Ciro

SIGNATURES FOR AGREEMENT ON WHAT HAS BEEN DISCUSSED:

Employee

Gabriele Spina 11/03/2014

Date:

11-3-2014

Direct Supervisor

Bert den Brinker (Philip Rev)

Seen by the
Chairman

Ronald Clark 2014 March 11

Seen by the
HR-advisor

