

## PERFORMANCE EVALUATION AND PERSONAL DEVELOPMENT INTERVIEW 2014 FOR PHD STUDENTS

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

### POINTS FOR DISCUSSION

Employee

Supervisor

*yes*  
.....  
*to early yet, but*  
*prob. Industr. research*  
.....  
*n.a.*

- 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*  
*some online courses*

- acquiring missing knowledge

### CORE ACTIVITY

*performing research towards*  
*a PhD*

### EVALUATION AGREEMENTS FROM PREVIOUS INTERVIEW

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

	1	2	3
- <i>Journal paper on stethoscope</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
- <i>Completed ethics app.</i>	<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"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Remarks		

PERSONAL PRODUCTIVITY/ <del>EFFECTIVITY</del>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Scientific output (journal papers, conference papers, project deliverables, ...)		
Remarks	should better there are issues with CRO (we be as coaches will help on that)	

COOPERATION/TEAM SPIRIT		
Feel valued / experience mutual respect / feel involved / coop with fellow-PhD students	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Remarks		

COMMUNICATION		
Clarity / responsibility / openness / honesty	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Remarks		

CREATIVITY/ INITIATIVES AND INNOVATION/		
Independent, proactive, out-of-the-box thinking	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Remarks		

SUPPORT FROM SUPERVISOR		
Reliable / consistent / can convey his/her vision	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Remarks		

SUPPORT TOWARDS SUPERVISOR		
Remarks	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

## 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 on CIR  
Gabriela  
cont.

## SIGNATURES FOR AGREEMENT ON WHAT HAS BEEN DISCUSSED:

Employee

Gabriela Spina 11/03/2014

Direct Supervisor

Bert den Brinker (Philip Re)

Seen by the  
Chairman

Ronald Uerby 2014 march 11

Seen by the  
HR-advisor

