

## Evaluation Reports

### Albert Gregorio

#### Strengths:

Trustworthiness

Has gotten significantly better at prioritizing

Takes on challenges

Can objectively analyze (although, not lacking in certain contexts)

Has a very good working relationship and balance with his personnel

Has extremely good sense of urgency to get things done, most especially in critical situations – 2 tasks have already proven this.

#### Weaknesses:

Gets too rough with people when hurt or annoyed

Can sometimes be sensitive to criticism

Has room to improve in valuing the work that people do.

Can sometimes be too focused on getting things done without finding the most efficient route and understanding the route and the tradeoffs related to it

Need to understand the context of people when evaluating what and why they are doing.

#### Some Critical Areas of Development

- 1.) Dealing with tough people and employees
- 2.) Critical Development of Tasks being done, specifically areas where user-considerations must be made – tighter controls and checking should also be made.
- 3.) Project management role – priorities, development and etc.
- 4.) Communications – Providing External Communications to the rest of the company. He needs to understand that he is NOT a rank and file employee and he needs to start setting high standards when it comes to communicating with other employees.
- 5.) Communications – Needs to learn to provide context to users, and explain clearly, and SIMPLY.
- 6.) Problem Solving – High degrees of urgency, however, sometimes bad analysis, did not keep up with some details that could have eased up the pain.

#### Performance Rating – 6.2

Overall, Albert has a sense of responsibility and urgency towards tasks, and tries to get things done as fast and well as he. Sometimes though, things are not well thought out. On certain instances of pressure, things get done too fast without analysis or consideration. Reactions are also have but don't necessarily help in addressing inefficiencies or effectiveness issues. For example, because of repetitive questions and issues, sometimes issuing a memo would be faster rather than addressing them individually.



However, once told to issue memos or release notes, he does. The problem however at times, is the quality of the communications. Sometimes there needs to be a consistent notice on how readers perceive the communications that are being sent out.

In relation to analyzing, when guided, Albert analyzes many issues well. There is no doubt, he tries to improve the systems consistently, effectively and with urgency. In analyzing things however, he may at times, relate personal stress and etc. to the situation. It is highly suggested that Albert, continues to utilize his people to reduce the levels of unwanted stress, or provide relief for himself, through the resources given to him.