

Evaluation Reports

Arlyn Olvina

Strengths:

Superior Analysis Skills
Ethical Conduct
Truthworthiness
Action is quick when required
Tendency to run with the popular but wrong ideas and crowd
Can enforce a system
Very efficient in taking immediate and critical action
Proven reliability in terms of critical issues she has managed in the past
Definite team builder who can uplift spirits, and always tries to get things going despite toughness

Weaknesses

Working Relationships with other people can be too easy.
Can be very complacent on maintaining peace and comfort.
Efficiency and Organizational tradeoffs are not necessarily addressed nor understood
Has a tough time dealing with unruly people and employees
Unwilling to leave her comfort zone
Low Self Esteem, or easily intimidated
Extremely slow and inefficient to coordinate certain problems, issues, and concerns
Can be somewhat disorganized in moving issues along (ie. Waiting for others to address the issue)
Doesn't see the value of certain and opinions proposals (especially against hers); and hence easily disregards valuable opinions
Doesn't value her own leadership skills; or even her own proven specialties

Overview

Arlyn is a very trustworthy person. As an employee, she can be organized and very good at executing complicated work. She is also quite reliable in many complicated tasks. She is trusted by both management and the people she works with.

She however is easily intimidated with many situations. She has also be unwilling to pursue or learn skills that can help her adjust to many of her weaknesses, including handling unruly people, creating system, as well as enforcing self-perpetuating good behavior.

While many conversations with her have surrounded her abilities, she has been unable to take on new tasks because of her unwillingness to rise up the hierarchy, or leave her comfort zone. She has at many times un-expressed anger and frustration with many situations including situations where things are against her own principle or will, which are naturally understandable.

However, she also needs to recognize there is only so much nudging that can be done. She needs to rise up at her own choice and own accord. She has many unused ability especially her leadership skills, analytical skills and time-management skills because of her unwillingness to make mistakes; or take pride in learning despite the mistakes that can happen.

A handwritten signature in blue ink, appearing to be 'Arlyn Olvina', located at the bottom center of the page.

Case in point: Driving. It took years of follow up to get her to drive, and her skills on this area is still untapped.

Some Critical Areas of Development

- 1.) Rebalancing of resources, and prioritization of developments
- 2.) Creating a PLAN B, C, D
- 3.) Using actual training to address issues
- 4.) Getting Creative in getting around or solving problems
- 5.) Disciplining and influencing co-employees
- 6.) Analyzing problems that are perennial, and looking at improbable explanations and solutions, as well as risk factors for failures
- 7.) Tasks and regulatory simplification (especially ISO)
- 8.) Handling difficult situations of employees and co-workers

Further Remarks

Arlyn has high potential, the question of untapped potential being used is only about choice. If she can leave her comfort zone and allow herself to learn and grow, I think she will find it more fulfilling. She is a person of high integrity despite the odds of previously and coordinating with a difficult team, and she needs to be given credit for this.

Performance Rating 5.5