

Evaluation Reports

Zeus Britana

Strengths:

Clearly, he can lead people, in fact in many cases, he can inspire work to be done
Can work continuously as long he's fired up with inspiration and adrenaline

Weaknesses

Working Relationships with other people can be difficult, especially when he is hurt.
When he finds it difficult to work with people, including those he leads, he easily gives up, and takes a pass.

Overview

Zeus expresses passion he does do the tasks he does like. And sustaining this has been at times a great challenge for him, and it is an achievement alone to have sustained passion when it comes to work. He is clearly good with certain tasks that is why people trust him, especially the management. He gets the job done, with a level of quality and detail that is high in standard. For *critical* areas he doesn't like or doesn't prefer, he tries to pass them off, removing the responsibility or sharing it with other people. While this is fine, if you are an entry level person, as a person who has potential to be a future leader, there are many critical areas, that cannot be done ordinarily, and which he most likely will *not* like. Therefore it is critical for his development that learning skills to handle tasks he doesn't like is important.

Management is very much not about hard skills such as Autocad, but a significant portion of it are soft skills such as leadership, stress management, communications and etc. Zeus doesn't fail on any of these soft skills. However, there are many areas where he needs a significant improvement on including communication, influencing people; and most especially of being aware of the consequences of his actions towards his environment and other people.

There is also a tit-for-tat issue of always comparing himself, and what he gets for other people. And many times, this comparison always leads him to conclude that it is unfair without verifying whether or not the information that he has is true or false.

Building trust – There have been many times the management has a difficult time, learning to trust its own employees including Zeus. Much advice and information that should be confidential has been leaked and been made a mockery of... including taking humble route of not sharing information after the HK trip; information on the CCTVs has been used; an incident where he setup information to be leaked simply to test things out.

There have also been many cases where Zeus has been involved where there are challenges, especially to personal discipline; maintaining confidentiality; accepting mistakes; as well as learning to handle distraught situations whether with subordinates or superiors. He has also been included has his refusal to handle ISO matters for a variety of reasons – all assumed to be verifiable. However, under current and future circumstances, there is clearly not only a lack of appreciation and lack of understanding of



what management is about. ISO auditors have a path to using data and information to make better and disciplined decisions that help optimize costs and reduce risks significantly. The past historical problems with Zeus where trust has gone down doesn't define the future. Trust can significantly go back up – but it takes time. Building trust works both ways. Unfortunately however, it is in this situation that Zeus seems to remain stuck.

Should he able to provide some honesty about his past actions and their consequences on the future he can gain a firm understanding on how and why people want to work with him; and how he can become not only a great employee or future leader; but also a better human being.

Some Critical Areas of Development

- 1.) Learn to convey/communicate the tasks you don't like and still work with it
- 2.) Learning to strengthen working relationships and build trust among subordinates and his superiors
- 3.) Understand why some tasks are critical, rather picking only which you like and don't like. Understanding why it's critical help build motivation and passion.
- 4.) Learning to drive and convince people, not with just ideas and reason (benefits) but also inspire them. He can do all three, but not necessarily connect them all the time.
- 5.) Learn to see the benefits and learning from other people, regardless whether he perceives them to be great or not.
- 6.) Letting petty things go, but move forward with a vision of a better future.
- 7.) Balancing costs/benefits and efficiency/organization
- 8.) Learning to see why certain things, such as efficiency and organization, could be good and bad at the same time.
- 9.) Learning to keep things confidential and take the humble route.

Further Remarks

After having some general conversations with Zeus, I'm hopeful that he can move forward, despite problematic areas. I'm not sure whether he appreciates these conversations or not, but I'm quite hopeful that as one of his superiors, he can keep sustaining his passion. It should be noted that his sustained passion to complete the training program is very much commendable. Also commendable: his drive to think thoroughly of the problematic areas of the cable ladder. His actions today will reflect his principles, passion and future outcomes as a leader.

Performance Rating: 6.0