**Evaluation**

**Quality and Challenge (30%)**

(This category assesses how effectively one completes tasks with high quality. High-quality tasks are characterized by well-documented processes that clearly convey the logic behind the task and are accepted as effective solutions. Tasks are considered "challenging" if they require creativity, innovation, or advanced problem-solving skills to achieve success.)

**Work Ethic (20%) 1 2 3 4 5 6 7 8 9 10**

(This measures an individual’s ability to follow team leader instructions, maintain focus, and demonstrate dedication to achieving goals. Exceptional work ethic includes prioritizing team objectives, showing diligence, and occasionally going the extra mile, such as working overtime when necessary.)

**Trello Evaluation (20%)**

(This evaluates the effectiveness of task management through Trello. The total number of tasks completed will be reviewed at the end of the year. Tasks that are overdue or retired (incomplete) will negatively impact the score, with the value of each overdue or retired task being reduced by half.)

**Management (20%) 1 2 3 4 5 6 7 8 9 10**

(This category focuses on one’s ability to manage and execute assigned plans efficiently. It evaluates how well an individual aligns their work with the team's overall business objectives and how effectively they utilize resources to achieve project goals.)

**Colleague Evaluation (10%)**

(his involves peer feedback where team members rank each other anonymously based on their performance, teamwork, and contribution throughout the year. The rankings exclude self-assessment and are used to gauge collaborative and interpersonal skills.)