Developer Evaluation Template

Performance Evaluation Form
Developer

Name	
Date	
Supervisor	

Reviewers

Core Values Ratings

Rate your alignment with the AWH core values.

Core Value Ratings Definitions

Usually (+) Almost always meets the criteria (hey, nobody's perfect).

Sometimes (+/-) Sometimes meets the criteria and sometimes does not. Could do better.

Rarely (-) Regularly does not meet the criteria. Needs to improve.

Core Value Definitions

Awesome Comes Standard

    Consistently expect excellence of yourself and your work.

Results Focused

    Know the business impact of your decisions for our clients and us.

Stay Curious

    Always be learning and improving your skills and your craft.

Transparent

    Operate and communicate with candor, directness and authenticity.

Deliver

    Deliver brilliant, standout ideas and solutions that are on strategy by leveraging the power of creative thinking and collaboration.

Own Selflessly

    Take ownership and collaborate as a team. The work and the team come first. Be willing to jump in or out as needed.

Situational Awareness

    Be able to understand the context of the situation you are in. Respond to clients and co-workers in a way that shows you empathetically understand what is important to them.

Integrity

    Be trustworthy and dependable in an honest, fair and responsible way.

Evaluation By	Awesome Comes Standard	Results Focused	Stay Curious	Transparent	Deliver	Own Selflessly	Situational Awareness	Integrity
@Sample	+	+/-	-	+	+/-	-	+	

Performance Ratings

Rate your performance relative to time in position by checking the most appropriate rating. Provide comments to support the rating citing examples where appropriate. Additionally, list specific goals for improvement where needed.

Performance Rating Definitions

Distinguished (5) Outstanding performance that results in exceptional accomplishments with significant contributions to objectives of the team and to AWH.

Commendable (4) Consistently generates results above those expected of the position. Contributes in an above average manner and is a productive and beneficial addition to AWH.

Fully Satisfactory (3) Good performance, fulfilling all position requirements and may on occasion generate results above those expected of the position.

Needs Improvement (2) Performance leaves room for improvement. This performance level may be the result of exposure to new technologies or processes not responding favorably to instruction or direction as provided.

Marginal (1) Lowest performance level which is clearly less than acceptable, and which is obviously well below minimum position requirements. Situation requires immediate review and action.

Technical Skills

Skill	1	2	3	4	5	Comments
Knows and applies principles, techniques, technology and practices that demonstrate competency in the job function.						
Achieves, maintains and demonstrates necessary knowledge and skill level to perform currently assigned work responsibilities						
Keeps informed of current developments and trends.						
Understands and works through AWH work processes.						

Problem Solving

Skill	1	2	3	4	5	Comments
Collaborates with others to identify strategies for resolution of client issues.						
Demonstrates professional, high-service attitude.						
Monitors feedback and acts proactively to situation.						
Communicates to clients or PM and effectively implements resolution strategies.						
Always willing to go beyond what may be expected to meet the needs of clients.						
Anticipates future clients' needs and implements solutions appropriately.						

Estimate Accuracy / Efficiency

Skill	1	2	3	4	5	Comments
Works to produce accurate estimates.						
Works with PM and alerts them on any changes to scope or issues on a project.						
Uses time in a manner that is proactive and organized.						

Skill	1	2	3	4	5	Comments
Looks for efficient ways to complete projects and uses available resources.						

Teamwork

Skill	1	2	3	4	5	Comments
A good listener who has excellent communication skills and uses them effectively to advise team members.						
Can frankly communicate with colleagues and team members without being authoritative or argumentative.						
Ability to give proper feedback to the members in the team, earning their respect and proactively curbing potential problems.						

Leadership Skills

Skill	1	2	3	4	5	Comments
Commands respect by according team members the same amount of respect. Acts with ethics and integrity and treats others fairly.						
Successfully raises team spirit through appreciating contributions made by members of the team.						
Helps to enable team members to achieve organizational goals.						
Being approachable; team members are at ease discussing matters as they arise.						
Works with team members to build skills and knowledge.						

Reliability / Quality

Skill	1	2	3	4	5	Comments
Ability to get the job done despite any obstacles or issues. Knows how to access resources and ask for assistance.						
Remains aware of project objectives and schedules time off accordingly. Limits unexpected absences to a minimum.						
Takes pride in quality and accuracy of work and tries to limit errors, bugs and mistakes. Learns from any issues when presented.						

Comments

Notable Accomplishments	
Comments By	Comments

Problems or Issues and What Was Done to Correct Them	
Comments By	Comments

Areas for Growth or Improvement and How They Might Be Achieved

Comments By	Comments

Strengths and/or Preferred Activities

Future Career Goals with AWH

Areas of Interest or Types of Projects You Would Like to Try

How Do You Like to Receive Feedback?

How Do You Feel About Your Interactions with the Team? Areas for Improvement?

Comments By	Comments

Evaluation of Team Members

Interactions with team members. Please provide insight on people that you regularly interface with including management. Provide the following:

- Things you like/appreciate
- Areas you have seen growth and achievements
- Areas for growth or change
- Other relevant comments

Team Member	Comments