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# **SCALE FOR PROJECT FIRST INTERNSHIP (/PROJECTS/FIRST-INTERNSHIP) / COMPANY MID EVALUATION (/PROJECTS/FIRST- INTERNSHIP-COMPANY-MID-EVALUATION)**

You should correct 1 student in this team



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## **Introduction**

This questionnaire allows you to evaluate the trainee after half their term within your company.

We recommend that you and your trainee complete this questionnaire together.

The objective here is to review their progress during their first few months of training:

- What worked?
- How was their integration within the team?
- What skills were expected and how did the trainee meet these expectations?

This is also a chance for the trainee to share their sentiments:

- Did they feel integrated/welcome?
- Are they satisfied with the workload, the technologies used, the frameworks used, and what they achieved during this time?

## **Guidelines**

This is a standard correction format of 42.

You must complete each element according to the performance of the trainee. You should also include a comment at the end summarizing this assessment. This assessment is advised to be completed in the presence of your trainee and should lead to constructive discussion.

Each question is to be assessed on a scale from 0 to 5.

## **Evaluation of the first part of the internship**

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### **Technical skill of the trainee**

Do the technical skills of the trainee meet your needs and expectations?

Were they about the same or better than other candidates from recruitment?

Evaluation from 0 to 5: unacceptable, very insufficient, insufficient, satisfactory, good, excellent



**Rate it from 0 (failed) through 5 (excellent)**

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### **Organization and autonomy**

Evaluate the organization and autonomy of the trainee here.

- Do they respect the organization of the company, such as schedules or dress code, if these are imposed?
- Are they autonomous and proactive in terms of the work requested, for example consulting the documentation and/or their colleagues?

Evaluation from 0 to 5: unacceptable, very insufficient, insufficient, satisfactory, good, excellent



**Rate it from 0 (failed) through 5 (excellent)**

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### **Integration within the team**

Has the trainee found their place during the job? Does the trainee get along well with other colleagues?

Evaluation from 0 to 5: unacceptable, very insufficient, insufficient, satisfactory, good, excellent



**Rate it from 0 (failed) through 5 (excellent)**

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### **Results according to the mission**

Has the trainee met your expectations for tasks entrusted to them or in which they were involved?

Evaluation from 0 to 5: unacceptable, very insufficient, insufficient, satisfactory, good, excellent



**Rate it from 0 (failed) through 5 (excellent)**

## Creativity

How would you judge the creativity of your trainee?

Creativity can be translated into many different ways: proposing relevant alternatives, technical choices, sometimes knowing when to leave the beaten path, ....

Evaluation from 0 to 5: unacceptable, very insufficient, insufficient, satisfactory, good, excellent



Rate it from 0 (failed) through 5 (excellent)

## Overall feeling about your trainee within the company

What is the overall feeling or impression left by the trainee in your company so far?

This point is a combination of the previous points and has a significant impact on the score that will be given to the student for their 42 curriculum.

Evaluation from 0 to 5: unacceptable, very insufficient, insufficient, satisfactory, good, excellent



Rate it from 0 (failed) through 5 (excellent)

## Proficiency in the professional world

For statistical purposes, we have one last question that does not fit into the scoring of the trainee:

- In your opinion, how ready is the trainee to integrate into the workforce?

Evaluation from 0 to 5: from 0% to 19%, from 20% to 39%, from 40% to 59%, from 60% to 79%, from 80% to 99%, up to 100%.



Rate it from 0 (failed) through 5 (excellent)

## Conclusion

Leave a comment on this evaluation



**Finish evaluation**

