



Team Member Performance Summary

Noah Acosta

Intern Review Period - 05/01/2023 - 08/11/2023

Performance Review

Overall Rating (Leader)	Overall Rating (Team Member)
Exceeds Expectations	Exceeds Expectations



Overall Rating (Leader)

Noah has been a great addition to our Business Agility team and has time has included a number of impactful contributions while also investing in his own professional development goals this summer. I'll highlight some of the key accomplishments, strengths, and opportunities observed through our Antes to Succeed which led to the overall rating of exceeds expectations for Noah:

Care:

- Accomplishment: Identified an opportunity to improve the onboarding experience for our business agility team members and began working on a simplified "Passport" to make transition into our group more seamless

Care:

- Accomplishment: Collaborated with several others in Agility Solutions to develop new solutions for re-usable PPT template solutions.
- Strength: Obsessed with finding a better way - Noah has demonstrated a desire to identify improvements to our current state processes and tools, and a willingness to share those ideas and drive them forward.

Connect:

- Accomplishment: Established and maintained key Project artifacts for the Onboarding improvements including project schedule, RAID log, and Communication Plan.
- Strength: Be Curious - Noah showed a genuine interest in the work of his teammates, and was proactively in contributing questions and feedback for the team.
- Opportunity: Know your why - At a few points, Noah seemed uncertain about whether he was focused on the right things, and shared some of these concerns later with the team. Seeking input from leaders and mentors early on when these concerns come up, and bringing ideas in terms of potential solutions is something I'd encourage Noah to take forward in future opportunities.

Deliver:

- Accomplishment: Produced the roadmap view of the ServiceNow SPM module.
- Strength: Done. Done. Done - Noah regularly prioritized sharing his progress in team demos, showing a willingness to get feedback that would help him improve his solutions. An example where Noah received feedback and adapted was with the roadmap artifact for Enterprise Work Management. Noah initially created a multiple-slide artifact to represent the roadmap, which was different from what our stakeholder audience was looking for. Noah took the feedback and adapted his solution to create a simple view of the roadmap.

Overall Rating (Team Member)

I chose Exceeded Expectations for my overall rating because I demonstrate the behaviors of all the antes, lived the isms, and went above what was expected of me. Below I have documented a few specific examples of how my work is tied into and associated with our Antes to Succeed.

Relating to the Create Ante, I demonstrated the desire to work hard to create an incredible experience for those who would come after me. This is proven by my ability to ask tough questions so that progress can be made. I used the answers to these questions in my work of reimagining the onboarding experience for Business Agility. I am always obsessed with finding a better way and LEARNED to not be afraid in questioning the current process.

Relating to the Connect Ante, my curious nature allowed me to connect with my fellow team members. I was able to pick their mind and learn not only from them, but who they were. I understood that my work was beneficial to the team. Since the beginning of my internship, it was my goal to learn how to work well in a team and I am certain that I accomplished this goal.

Relating to the Grow Ante, I believe with full certainty that I have grown. I set challenging goals and aspirations and worked hard to achieve them. One such goal was to learn about Project Management so that I could describe it to someone who had no idea what it all entailed. And I can do that now. Define, Plan, Execute, and Close are the 4 steps to Project Management and from there I can go into detail. I applied Project Management fundamentals as well! This was done when I drafted a Project Plan for Merging the BA Passport and the BA Toolkit. It was said that my career is in my own hands, and I can make of it what I want.

Overall, I am pleased with my work thus far, and believe I am impactful in my role. I am meeting expectations given to me and amazing my fellow team members by advocating for myself, a trait that seems to come naturally to me. As always, I am hungry to grow and be come better than I am now. And I am ever so thankful to Rocket for giving me this opportunity and even just the CHANCE to prove to myself that I, Noah Acosta, am worthy of working in the Professional World.



Overall Rating (Leader)

Grow:

- Accomplishment: Made significant progress on all of his internship goals including expanding his network and strengthening his Project Management skillset.
- Strength: Own your career - Noah demonstrated an ability to set professional development goals, and make incremental progress towards those goals week over week.
- Opportunity: Feedback is a gift to give and receive - Noah has been open to feedback, though looking for opportunities to proactively seek feedback beyond demos from his peers and teammates is something to continue to focus on. Making sure you're also creating space in timelines for constructive feedback on the deliverables you produce is key in delivering a solution that will be used by your clients.

In summary, I've really valued the time Noah has had with our team and has strengthened his skillset along the way. I'm confident that Noah will make a big impact wherever his career takes him next.

Overall Rating (Team Member)

Care ♦ Create ♦ Connect ♦ Deliver ♦ Grow

Questions	Leader Response	Team Member Response
1. The CARE Ante To Succeed requires our team members to look for ways to amaze, solve the client's problem (not their problem), and get to the root cause. Choose the statement that best describes this team member's performance of these behaviors.	C. This team member embodies the behaviors expected in their role.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.
2. The CREATE Ante To Succeed requires our team members to seek process improvements, champion change, challenge assumptions, and embrace technology. Choose the statement that best describes this team member's performance of these behaviors.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.
3. The CONNECT Ante To Succeed requires our team members to ask questions and listen with an open mind, understand the impact of their work, and work with a team-focused mindset. Choose the statement that best describes this team member's performance of these behaviors.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.



Questions	Leader Response	Team Member Response
4. The DELIVER Ante To Succeed requires our team members to lead themselves, take pride in their work, and deliver on commitments. Choose the statement that best describes this team member's performance of these behaviors.	C. This team member embodies the behaviors expected in their role.	C. This team member embodies the behaviors expected in their role.
5. The GROW Ante To Succeed requires our team members to provide constructive feedback, act on feedback they receive, challenge themselves each day, and take advantage of development opportunities to achieve their career goals. Choose the statement that best describes this team member's performance of these behaviors.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.	D. This team member embodies the behaviors expected in their role, often raising the bar on their team and going beyond what is expected in their role.