Assessment Stage

Ranvijay Singh • EMP0012 • Senior Product Designer • User Experience

Job Competencies	Role Specific Competencies	KRAs Vs Goals	Objectives	Custom Questions	Potential Rating

Rating Details

Overall appraisal summary and mapped rating details for the assessment stage.

Weightage: 100 · Score: 4.72 · Label: Exceeds Expectations · Manual Rating: 4.8 · Mapped Score: 94

Mapped Label: Outstanding · ★ 4.7

Manage Relationships

Weightage: 80 · Expected: 4.5 · ★ 5.0 · Core · Behavioral

Builds and nurtures strong cross-functional relationships. Facilitates collaboration and constructive feedback loops.

Behaviors

- Embrace continual improvement
- Partner with stakeholders
- Communicate with clarity and empathy

> **James Major • Developer • User Comment**　　Progress: On Track　Status: Open　★ 4.8
> Consistently supports the team and unblocks dependencies.

> **Millard Atkins • Reporting Manager • RM Comment**　　Updated Value: +10%　★ 5.0
> Demonstrates leadership in cross-team initiatives.

Skill Proficiency Level

Weightage: 50 · Expected: 4.5 · ★ 4.6 · Technical · UI/UX

Shows expertise in interaction design systems and prototyping workflows.

> **Ava Collins • Peer • Peer Feedback**　　Status: Acknowledged　★ 4.5
> Leads complex design reviews with actionable outcomes.

Job Competencies Review

★ 4.7 · Strong

Excellent execution of core competencies and consistent peer collaboration.

• End of Job Competencies •

Tab 1 / 6

Assessment Stage

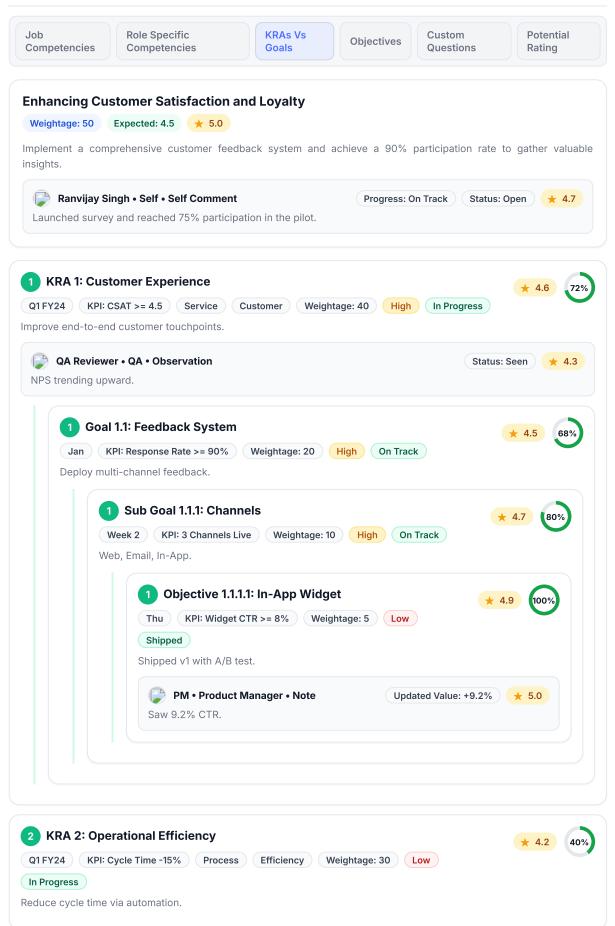Ranvijay Singh • EMP0012 • Senior Product Designer • User Experience

Job Competencies	Role Specific Competencies	KRAs Vs Goals	Objectives	Custom Questions	Potential Rating

Drive Performance Excellence

Weightage: 60   Expected: 4.5   ★ 4.5   Delivery   Ownership

Drives outcomes with clear prioritization and risk management.

> James Major • Developer • User Comment   Progress: On Track   ★ 4.6
>
> Met all sprint goals ahead of schedule.

Innovate for Success

Weightage: 50   Expected: 4.5   ★ 5.0   Innovation   Design

Introduces experimentation frameworks and advocates for rapid prototyping.

> Millard Atkins • Reporting Manager • RM Comment   Updated Value: +5%   ★ 5.0
>
> Piloted a new design token strategy that improved efficiency.

Role Competencies Review   ★ 4.8   Exceeds

Strong role alignment and innovation culture contribution.

• End of Role Specific Competencies •

Tab 2 / 6

Assessment Stage

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Enhancing Customer Satisfaction and Loyalty

Weightage: 50   Expected: 4.5   ★ 5.0

Implement a comprehensive customer feedback system and achieve a 90% participation rate to gather valuable insights.

Ranvijay Singh • Self • Self Comment   Progress: On Track   Status: Open   ★ 4.7

Launched survey and reached 75% participation in the pilot.

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1 KRA 1: Customer Experience   ★ 4.6   72%

Q1 FY24 | KPI: CSAT >= 4.5 | Service | Customer | Weightage: 40 | High | In Progress

Improve end-to-end customer touchpoints.

QA Reviewer • QA • Observation   Status: Seen   ★ 4.3

NPS trending upward.

1 Goal 1.1: Feedback System   ★ 4.5   68%

Jan | KPI: Response Rate >= 90% | Weightage: 20 | High | On Track

Deploy multi-channel feedback.

1 Sub Goal 1.1.1: Channels   ★ 4.7   80%

Week 2 | KPI: 3 Channels Live | Weightage: 10 | High | On Track

Web, Email, In-App.

1 Objective 1.1.1.1: In-App Widget   ★ 4.9   100%

Thu | KPI: Widget CTR >= 8% | Weightage: 5 | Low

Shipped

Shipped v1 with A/B test.

PM • Product Manager • Note   Updated Value: +9.2%   ★ 5.0

Saw 9.2% CTR.

---

2 KRA 2: Operational Efficiency   ★ 4.2   40%

Q1 FY24 | KPI: Cycle Time -15% | Process | Efficiency | Weightage: 30 | Low

In Progress

Reduce cycle time via automation.

Assessment Stage

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Security Hardened Release

Weightage: 30   **Expected: 4**   ★ 4.2   Quarterly   Security

Complete SOC2 Type II remediation and ship hardened baseline.

SecOps • Security • Review   Status: Approved   ★ 4.2
No critical findings remaining.

Objectives Review

★ 4.4   Meets

Objectives tracked with clear compliance outcomes.

• End of Objectives •

Tab 4 / 6

Assessment Stage

Ranvijay Singh • EMP0012 • Senior Product Designer • User Experience

Job Competencies	Role Specific Competencies	KRAs Vs Goals	Objectives	Custom Questions	Potential Rating

Team Health

Weightage: 10 **Expected: 4** ★ 4.3

Run team health checks and retrospectives bi-weekly.

Scrum Master • Coach • Coach Note Progress: Improving ★ 4.0

Participation improved after switching to anonymous mode.

• End of Custom Questions •

Tab 5 / 6

Assessment Stage

Ranvijay Singh • EMP0012 • Senior Product Designer • User Experience

| Job Competencies | Role Specific Competencies | KRAs Vs Goals | Objectives | Custom Questions | Potential Rating |

Leadership Readiness

Weightage: 20   Expected: 4   ★ 4.5   Potential   Growth

Mentors juniors and leads small initiatives.

Director • Leadership • Calibration   Status: Calibrated   ★ 4.5

Shows promise in people leadership.

• End of Potential Rating •

Tab 6 / 6