Individual Performance Evaluation

Evaluator: _____   Name of Project: _____

Disciplines Represented on the team (circle):   CE   ChBE   CS   EE   IE   ME   MET   Other _____

Instructions: Determine the best description of the team members' performance in each area and write that number in their column on the right. Sum the column to obtain an overall score.

	Yourself			
Interpersonal Communication & Collaboration 1. Stimulates team unity by advancing ideas of others, willingly filling in gaps of team performance, and by proactively and clearly communicating to facilitate progress toward team goals. 2. Supports team unity through reliable communications and by improving others' performance through cooperation. 3. Adds to team unity by listening well, sharing ideas, contributing to team communications, and assisting in producing outcomes. 4. Makes a modest impact on team unity by sharing few ideas, communicating infrequently, and doing only what is assigned. 5. Weakens team unity by ignoring others' ideas, not participating in team communications, and by limiting working with others.				
Understanding and communicating disciplinary tradeoffs & empathy for diverse perspectives 1. Values disciplinary and personal style differences and promotes the use of these differences in team processes in order to produce a higher quality outcome. 2. Understands disciplinary and personal style differences and supports the use of these differences in team processes. 3. Willing to take into account disciplinary and personal style differences in team processes. 4. Has a limited understanding of the value of disciplinary and personal style differences and limits the effectiveness of the team's work by not accounting for these differences. 5. Does not value or understand disciplinary/personal style differences and hinders the effectiveness of the team by not supporting these differences.				
Planning/Organization & Accountability/Reliability 1. Essential to the planning and tracking of the team's work and works faithfully to engender trust. 2. Works with the team to plan and track the team's work and can be trusted for timely completion of assignments and commitments. 3. Plays a supporting role in planning and tracking the team's work and is generally reliable for contributions to the team. 4. Not essential to the planning and tracking of the team's work and can be relied on with supervision. 5. Hinders the planning and tracking of the team's work by not contributing and is seldom reliable.				
Common Goals/Shared Outcomes & Conflict Management and Resolution 1. Facilitates conflict management for both individual and group development and attainment of common goals. 2. Alters personal behavior to focus on the use of conflict to develop and attain common goals. 3. Appreciates the positive potential of conflict but makes limited use of it in developing and attaining common goals. 4. Recognizes existing conflicts, but contributes little to the use of conflicts to develop and attain common goals. 5. Avoids or ignores all conflict, which could derail efforts toward developing and attaining common goals.				
Willingness to Learn & Inclusive Decision Making 1. Sensitively solicits input from all team members and continually learns from others and from the team process. 2. Willingly contributes to an inclusive decision making process and learns from the team process. 3. Contributes to decisions and is open to learning from working with others. 4. Makes contributions to decisions, but sometimes insensitively or inappropriately. Learns little from the group. 5. Does not value the contributions of others and rarely learns from the group process.				
Overall Score				