

## Co-worker Evaluation

**Date:**

**Name of Employee:**

**Position:**

**Period Covered by Evaluation:**

**1. To what extent has the employee exhibited/participated in the behaviours we aspire to in our team alliance?**

Use GENUINE AND ACTIVE APPRECIATION with each other - learn each other's Appreciation Languages, be aware of different needs, use diversity of methods.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

CELEBRATE SUCCESS AND FAILURES in formal and informal ways (birthdays, achieving milestones, savouring accomplishments).

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

SPEND TIME TOGETHER intentionally (community volunteering, reflective time, discovery walks).

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

BE PRESENT TO EACH OTHER -- listen deeply, be curious, take time to understand the perspective and experience of each other.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

Engage in GET REAL conversations - be honest, non judgemental, check out assumptions, say what you need to say, actively listen, follow up so nothing is left hanging.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

Create an environment that supports SELF CARE.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

Be generous with MUTUAL SUPPORT - pitch in and help, pass the baton, reach out and check in with each other.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

Support FLEXIBLE WORKING by creating clear guidelines that support it, respecting the diversity of needs that each role requires, communicate where we are.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

Sustain our CULTURE OF FUN.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

Be ACCOUNTABLE to each other - clarify who is responsible for what, open, transparent and proactive communication regarding project status and deadlines that impact others.

Almost Never      Occasionally      Frequently      Almost Always      I Don't Know

**2. Please identify what you believe to be the employee's strengths**

**3. Please identify which skills the employee could develop further.**