

WMFC Aquatic/Rec Employee Evaluation

Name: KATIE

Name of Evaluating Team Member: \_\_\_\_\_

Position:

Date: July 2015

Areas of Evaluation

Rate each section with 1 being lowest and 5 being highest. Please be sure to include comments in each area of evaluation.

1. Professionalism Score: 18/20

(Preparation, Planning, Organization, Knowledge, Assertiveness, Skillfulness, Proficiency, Confidence, Creativity)

Knowledgeable about most pool maintenance and rules. Arrives at work on time and ready to help and learn. Knows how to act and work. Very creative and prepared. I trust Katie to speak up on things are be professional. Work on using a louder voice.

2. Integrity Score: 19/20

(Trustworthiness, Attentiveness)

Trustworthy and honest, guards feel comfortable leaving her on stand alone, enforces rules well.

3. Reliability and Work Ethic Score: 20/20

(Promptness, Dependability, Initiative, Work Ethic)

Works hard and jumps up to help out fellow guards. Always asking if things need to be done and does them well. Remember when your shifts need to be covered to find subs and relay to other guards.

4. Judgment Score: 17/20

(Awareness, Thought Process, Practicality, Decisiveness)

Picking up on things very quickly, still room for improvement about rules and pool maintenance but have done a very good job getting acclimated! Good job at spotting situations.

5. People Skills Score: 20/20

(Sensitivity, Clarity, Intuition, Timeliness, People Skills)

Great with kids and patrons at the pool always of all ages

6. Attitude Score: 20/20

(Considerate, Caring, Positive, Supportiveness, Helpfulness, Thoughtfulness, Flexibility, Attentiveness)

Enjoyable to work with, friendly and positive attitude.

SUMMARY

Strengths:

I honestly didn't expect to give her all 5's the first year but she seriously did a great job and she fits perfectly into our staff and into the role of a lifeguard! Has improved so much this summer! Always willing to help out, has taken steps to potentially be a head guard next year. Great with rules and enforcing them. Good attitude, confident and knowledgeable about rules and most of pool maintenance. Fast learner and willing to help others when she can. Great job for her first year!! Keep up the great work Katie!

Areas for Growth:

More time at the pool will allow for more knowledge about things that need to be done such as pool maintenance and rules. Take initiative to do things without being asked. Continue to gain confidence and experience as a guard and don't be afraid to speak up and ask questions. She did great!

Signature of Evaluating Supervisor \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Employee: \_\_\_\_\_

Date: \_\_\_\_\_