

12-MONTH PROBATIONARY EMPLOYEE PERFORMANCE EVALUATION

Employee Name _____ Department _____
 Classification _____ Last Day of Probation _____
 Date employed in this classification _____

Instructions to Evaluator: Evaluators should refer to the employee's job description when completing this form; the evaluation should focus on the employee's ability to perform the job duties listed in the job description. Employees should be evaluated twice with a third optional time in between -- at six months, eight months (optional), and one other time before the end of the probationary period. Indicate the evaluation of the employee's job performance by writing a number between 1 and 3 on the blank line to the right of each attribute, in the appropriate column (depending on whether this is the six-month, eight-month (optional), or final evaluation of the employee).

Use the following scale:

1 = Unacceptable; 2 = Needs Improvement; 3 = Satisfactory

See the reverse side of this form for additional comments to the evaluator and the employee.

		6 MONTHS	Optional (8)	FINAL
ATTRIBUTE	DATE			
QUANTITY OF WORK The extent to which the employee accomplishes assigned work of a specified quality within a specified time period				
QUALITY OF WORK The extent to which the employee's work is well executed, thorough, effective, accurate				
KNOWLEDGE OF JOB The extent to which the employee knows and demonstrates how and why to do all phases of assigned work, given the employee's length of time in his/her current position				
RELATIONS WITH SUPERVISOR The manner in which the employee responds to supervisory directions and comments. The extent to which the employee seeks counsel from supervisor on ways to improve performance and follows same				
COOPERATION WITH OTHERS The extent to which the employee gets along with other individuals. Consider the employee's tact, courtesy, and effectiveness in dealing with co-workers, subordinates supervisors, and customers				
ATTENDANCE AND RELIABILITY The extent to which employee arrives on time and demonstrates consistent attendance; the extent to which the employee contacts supervisor on a timely basis when employee will be late or absent				
INITIATIVE AND CREATIVITY The extent to which the employee is self-directed, resourceful and creative in meeting job objectives; consider how well the employee follows through on assignments and modifies or develops new ideas, methods, or procedures to effectively meet changing circumstances				
CAPACITY TO DEVELOP The extent to which the employee demonstrates the ability and willingness to accept new/more complex duties/responsibilities				

