



Employee Evaluation & Wage Review

Employee			Date		
Title		Time in Present Position	Date of Last Review		
Attendance	Tardies	Unexcused	Excused	Vacation	
Scoring		EXCEEDS 71-90	MEETS 41-70	NEEDS IMPROVEMENT 0-40	

GENERAL	Exceeds	Meets	SNUL
1. Accountability - Accepts responsibility for actions, answerable to consequences	3	2	1
Punctuality & Attendance - Is rarely absent, arrives punctually, works required hours	3	2	1
Cooperation – Has ability to get along with coworkers and management.	3	2	1
4. Attitude/Respectfulness - Shows initiative, optimism, and politeness	3	2	1
Accepts Criticism - Has ability to learn from suggestions and change behavior	3	2	1.
Flexibility - Has capacity to respond to changing situations and expectations	3	2	1.
7. Policy & Procedures - Follows organization's policies and procedures	3	2	1.
8. Completion of Assignments - Successfully completes tasks and meets all deadlines	3	2	1
Patient Interaction - Ensures high-quality care, respects patients' dignity and confidentiality	3	2	1.
10. Quality of Work - Is thorough, accurate, and neat in work	3	2	1
 Willingness to Develop Skills - Desires to take on challenges and learn new techniques 	3	2	1.
12. Communication Skills - Conveys information effectively and efficiently	3	2	1
 Organizational Skills - Has capacity to stay on track and use time effectively 	3	2	1.
14. Confidentiality - Does not discuss internal events with coworkers	3	2	1
 Appearance/Dress Code - Demonstrates a professional and well-kept appearance 	3	2	2.
 Appearance of Work Area - Keeps work area neat and orderly 	3	2	1.
 Conflict Resolution - Seeks constructive approaches to resolving workplace issues 	3	2	1
18. Safety - Contributes to a safe and secure environment by following established procedures	3	2	1.

Employee Performance Review Guide Oklahoma Baptist University

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