



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	N/L
1. Accountability - Accepts responsibility for actions, answerable to consequences	3	2	1
2. Punctuality & Attendance - Is rarely absent, arrives punctually, works required hours	3	2	1
3. Cooperation - Has ability to get along with coworkers and management	3	2	1
4. Attitude/Respectfulness - Shows initiative, optimism, and politeness	3	2	1
5. Accepts Criticism - Has ability to learn from suggestions and change behavior	3	2	1
6. 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
9. 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
11. 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
13. 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
15. Appearance/Dress Code - Demonstrates a professional and well-kept appearance	3	2	1
16. Appearance of Work Area - Keeps work area neat and orderly	3	2	1
17. 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

RS Peters



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