George Lim (20661338)

2020 - Winter - CSBHC - Computer Science, Honours, Co-operative Program / W-5 Work

iTunnelBear Cub (iOS Engineering) - TunnelBear Inc (Divisional Office)

EMPLOYER EVALUATION DETAILS

Guidelines for Completion

SUPERVISOR GUIDELINES

MID-TERM REVIEW (Not Required, Strongly Recommended)

Conduct a mid-term review with your student to assist in their progress during the work term. Using this form as a guideline, the mid-point discussion is an opportunity for the supervisor and student to discuss topics such as:

• Progress towards overall expectations and goals
• Student's work performance so far
• Training or mentoring resources required for remainder of work term
Note: The mid-term review is not included as part of your student's work term record.

END-OF-TERM EVALUATION (Required)

The end-of-term evaluation allows the supervisor and student to fulfill the evaluation process. The return of this completed evaluation form is required for the student to receive credit for the work term.

RATING SCALE GUIDANCE

This evaluation does not constitute an employment endorsement or recommendation. Employer evaluations of student contributions and achievements during the work term are conducted as part of the University of Waterloo's Co-operative (Co-op) Education model. Like academic grades, overall evaluations are part of the assessment of a student's progress in the co-op portion of their degree studies. These assessments are completed using criteria set out by the University, not the employer, and do not reflect the employer's criteria or assessment metrics.

PERFORMANCE EXPECTATIONS

These scales measure the behaviours and abilities that all co-op students are expected to progressively attain and refine as they advance through their years of study.

• **Developing Performance (1 - 2)**
 Students performing within this range require further development and support to meet the performance expectations with respect to output, quality standards, delivery of goals and/or assignments.

• **Good Performance (3 - 5)**
 Students performing within this range are meeting and, in some instances, exceeding the performance expectations in respect to output, quality standards, and delivery of goals and/or assignments.

• **Superior Performance (6 - 7)**
 Students performing within this range are consistently exceeding the performance expectations and they should be demonstrating the ability to take on broader responsibilities that would normally be reserved for a staff member working in a regular/permanent role (non-co-op).

STUDENT GUIDELINES FOR COMPLETION

Provide your comments in the 'STUDENT COMMENTS' field.

Rating Details	
1. INTEREST IN WORK - The degree to which the student pursues goals with commitment and takes pride in accomplishments	Rating-7
2. ABILITY TO LEARN - The extent to which the student becomes proficient with job duties and work processes	Rating-7
3. QUALITY OF WORK - The ability of the student to set high standards for own personal performance; strive for quality work; put forth extra effort to ensure quality work	Rating-7
4. QUANTITY OF WORK - The volume of work produced by the student, along with his or her speed and consistency of output	Rating-7
5. PROBLEM SOLVING - The student's demonstrated ability to analyze problems or procedures, evaluate alternatives, and select the best course of action	Rating-7
6. TEAMWORK - The degree to which the student works well in a team setting	Rating-7
7. DEPENDABILITY - The manner in which the student conducts him or herself in the working environment	Rating-7
8. RESPONSE TO SUPERVISION - The manner in which the student responds to direction and constructive criticism	Rating-7
9. REFLECTION - The student's demonstrated ability to learn and adapt from previous experience	Rating-7
10. RESOURCEFULNESS - The student's demonstrated ability to develop innovative solutions and display flexibility in unique or demanding circumstances	Rating-7
11. ETHICAL BEHAVIOUR - The extent to which the student's behaviour demonstrates integrity and ethics in work and relationships	Rating-7
12. APPRECIATION OF DIVERSITY - The degree to which the student shows understanding and sensitivity to needs and differences of others (i.e. ethnicity, religion, language, etc.)	Rating-7
13. ENTREPRENEURIAL ORIENTATION - The student's demonstrated ability to take informed risks that demonstrate creativity and add value to the company	Rating-7
14. WRITTEN COMMUNICATION - The extent to which the student demonstrates effective written communication	Rating-7
15. ORAL COMMUNICATION - The extent to which the student demonstrates effective oral communication	Rating-7

communication

16. INTERPERSONAL COMMUNICATION - The extent to which the student effectively listens, conveys, and receives ideas, information, and direction	Rating-7
OVERALL PERFORMANCE RATING	OUTSTANDING
for OUTSTANDING Rating only - Provide Comments	George always surprises me with how much ingenuity and hard work he brings to the team. He's been a core member of the TunnelBear iOS and Mac team this term and I know we wouldn't be anywhere near where we currently are in our progress if he wasn't here. George is an ideal employee, let alone coop, and I'll be saddened when he leaves us. He has above standard work ethic and I haven't seen a student that works as hard as him. I'm sure George has learned a lot at this term but I also believe the entire team has improved with his presence. George regularly brings novel ideas and questions our decisions in a way that keeps us sharp and focused.
SUPERVISOR'S COMMENTS	See outstanding rating comments.
SUPERVISOR'S RECOMMENDATIONS	George is a very sound and technical person, it would great to see what he's capable of if he was driving his own product/decisions.
Did you review the completed evaluation form with the student	Yes
STUDENT COMMENTS	

Future Employment Potential

Do you wish to have the student return for the next work term	N/A
If you wish to have the student return for the next work term, have you offered to re-employ the student	
If you offered to re-employ the student for the next work term, how did the student respond	

Submission Information

Supervisor's Name	Cody LeBlanc
Supervisor's Title	Senior Developer
Management/Human Resources Name	
Management/Human Resources Title	