

# EMPLOYER EVALUATION OF STUDENT INTERN

Student: \_\_\_\_\_ Organization: \_\_\_\_\_

- |   |                 |   |
|---|-----------------|---|
| 1 | Unsatisfactory  | (Never demonstrates this ability; does not meet expectations)         |
| 2 | Uncomplimentary | (Seldom demonstrates this ability; rarely meets expectations)         |
| 3 | Fair            | (Sometimes demonstrates this ability; meets expectations)             |
| 4 | Commendable     | (Usually demonstrates this ability; sometimes exceeds expectations)   |
| 5 | Exceptional     | (Always demonstrates this ability; consistently exceeds expectations) |

If any criteria are not applicable to this internship experience, please leave the response blank.

## A. Ability to Learn

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Asks pertinent and purposeful questions                         | 1 | 2 | 3 | 4 | 5 |
| 2. Seeks out and utilizes appropriate resources                    | 1 | 2 | 3 | 4 | 5 |
| 3. Accepts responsibility for mistakes and learns from experiences | 1 | 2 | 3 | 4 | 5 |

## B. Reading/Writing/Computation Skills

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Reads/comprehends/follows written materials               | 1 | 2 | 3 | 4 | 5 |
| 2. Communicates ideas and concepts clearly in writing        | 1 | 2 | 3 | 4 | 5 |
| 3. Works with mathematical procedures appropriate to the job | 1 | 2 | 3 | 4 | 5 |

## C. Listening and Oral Communication Skills

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Listens to others in an active and attentive manner    | 1 | 2 | 3 | 4 | 5 |
| 2. Effectively participates in meetings or group settings | 1 | 2 | 3 | 4 | 5 |
| 3. Demonstrates effective verbal communication skills     | 1 | 2 | 3 | 4 | 5 |

## D. Creative Thinking and Problem Solving Skills

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Breaks down complex tasks/problems into manageable pieces | 1 | 2 | 3 | 4 | 5 |
| 2. Brainstorms/develops options and ideas                    | 1 | 2 | 3 | 4 | 5 |
| 3. Demonstrates an analytical capacity                       | 1 | 2 | 3 | 4 | 5 |

## E. Professional and Career Development Skills

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Exhibits self-motivated approach to work                 | 1 | 2 | 3 | 4 | 5 |
| 2. Demonstrates ability to set appropriate priorities/goals | 1 | 2 | 3 | 4 | 5 |
| 3. Exhibits professional behavior and attitude              | 1 | 2 | 3 | 4 | 5 |

## F. Interpersonal and Teamwork Skills

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Manages and resolves conflict in an effective manner | 1 | 2 | 3 | 4 | 5 |
| 2. Supports and contributes to a team atmosphere        | 1 | 2 | 3 | 4 | 5 |
| 3. Demonstrates assertive but appropriate behavior      | 1 | 2 | 3 | 4 | 5 |

**G. Organizational Effectiveness Skills**

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Seeks to understand and support organization's mission/goals | 1 | 2 | 3 | 4 | 5 |
| 2. Fits in with the norms and expectations of the organization  | 1 | 2 | 3 | 4 | 5 |
| 3. Works within decision-making channels                        | 1 | 2 | 3 | 4 | 5 |

**H. Basic Work Habits**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Reports to work as scheduled and on-time                  | 1 | 2 | 3 | 4 | 5 |
| 2. Exhibits a positive and constructive attitude             | 1 | 2 | 3 | 4 | 5 |
| 3. Dress and appearance are appropriate for the organization | 1 | 2 | 3 | 4 | 5 |

**I. Character Attributes**

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Brings sense of values and integrity to job                  | 1 | 2 | 3 | 4 | 5 |
| 2. Behaves in ethical manner                                    | 1 | 2 | 3 | 4 | 5 |
| 3. Respects diversity (religious/cultural/ethnic) of co-workers | 1 | 2 | 3 | 4 | 5 |

**J. Open Category: Industry-Specific Skills**

Are there any skills or competencies that you feel are important to the profession or career field (represented by your organization) that have not been previously listed in this evaluation? If so, please list these skills below and assess the intern accordingly.

- |          |   |   |   |   |   |
|----------|---|---|---|---|---|
| 1. _____ | 1 | 2 | 3 | 4 | 5 |
| 2. _____ | 1 | 2 | 3 | 4 | 5 |
| 3. _____ | 1 | 2 | 3 | 4 | 5 |

**K. Comments:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Overall Performance (if I were to rate the intern at the present time)**

Unsatisfactory		Poor		Average			Good	Outstanding		
0	1	2	3	4	5	6	7	8	9	10

Evaluator's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Title/Position: \_\_\_\_\_ Phone: \_\_\_\_\_

Student's Signature: \_\_\_\_\_ Date: \_\_\_\_\_