

Employee	Job Title	Review Date	Reviewer
<b>Bruce Wayne</b>	<b>Batman</b>	<b>2014-05-13</b>	<b>Pam Waits</b>

## **Tasks**

### **Meets Expectations - You're Doing a good job.**

- Use scientific knowledge, detective skills and athletic prowess to overcome lack of superhuman powers
- Intimidate criminals using expert interrogation techniques, frightening appearance and physical threats, such as hanging a person over the edge of a building by the leg
- Utilize martial arts to battle evil

### **Needs Improvement - These areas do not meet expectations.**

- Be available and accessible at all times

### **Exceeds Expectations - Thanks, you're doing an outstanding job!!**

- Engage superior observation skills, logical reasoning and forensic investigation techniques to solve crime

#### **Additional Comments:**

You're an excellent crime fighter. This past year you kept Gotham City safe by successfully defeating The Joker, The Riddler and The Penguin. These three successes exemplify your superior deductive reasoning skills.

You are reluctant to embrace new technology. You don't carry your bat phone and instead rely on an antiquated light in the sky. This year I'd like you to obtain a smart bat phone and carry it with you at all times.

## **Work Styles**

### **Meets Expectations - You're Doing a good job.**

#### Concern for Others

- Customarily understanding, helpful, and sensitive to others' needs and feelings.

#### Self Control

- Regularly maintain composure and keep emotions in check, even in difficult situations.

#### Stress Tolerance

- Respond well to criticism and deal calmly and effectively with high stress situations.

#### Integrity

- Regularly fair and direct. Respect and maintain confidentiality.

### **Needs Improvement - These areas do not meet expectations.**

#### Dependability

- Every so often do not finish assignments.
- Once in a while do not fulfill obligations on time.
- Occasionally unreliable.
- Sometimes exhibit poor dependability.

**Exceeds Expectations - Thanks, you're doing an outstanding job!!**

Initiative

- Tenaciously demonstrate initiative and a willingness to take on responsibilities and challenges.

Cooperation

- Perpetually good-natured, cooperative and pleasant toward others.

Attention to Detail

- Consistently detail-oriented, producing work that is thorough and complete.

Additional Comments:

Batman, you're an excellent superhero. You're cooperative and a self starter. You display impeccable attention to detail and use your deductive reasoning skills to fight crime and do the right thing. However, Gotham City is vulnerable when we can't reach you right away. Carrying your smart bat phone with you at all times should correct this deficiency.

Review Summary:

Thank you for your unending devotion to Gotham City. Our citizens sleep better at night knowing you're watching over us.

\_\_\_\_\_  
Reviewer's Signature                      Date

\_\_\_\_\_  
Employee's Signature \*                      Date

Review Period:

From: \_\_\_\_\_ To: \_\_\_\_\_

\*Indicates only that discussion was held