	[Arrives on time or calls if going to be late:]	[Is efficient and makes good use of time:]	[Uses the phone, socializes, and takes breaks at appropriate times:]	[Aware of safety on the job:]	[Leaves volunteer-inhabited areas clean and ready for next shift:]
	5	5	5	5	5
	5	5	5		
	5	5	5		
	5	5	5		
			5		
	5	5	4		
	5	5	5	4	5
	5	5	5	5	5
	5	4	4		5
	5	5	5	5	5
Meredith Self-Review	5	4	5	5	5
Overall Mean by Question	5	4.82	4.8	4.8	5

[Actively participates in meetings:]	[Is a reliable member of standing committee:]	[Puts the interests of Free Geek before personal interests:]	[Makes volunteers and donors feel welcome, actively reaches out:]	[Actively involves volunteers in appropriate projects:]	[Courteous and friendly:]	[Listens to volunteers/donors and tries to meet their needs:]
4	5	5	5	5	5	4
5	5	5	5	5	5	5
4	4	5	5		5	
5	5	5	4	4	5	
4	5	5	5		5	5
4	5	5	5	5	5	5
5	5	5	5		5	
4		4				
4	5	5	5		5	
4	5	5	5	5	5	5
5	5	5	5	5	5	5
5	5	5	5		5	5
4	5	5	5	5	5	5
4	5	5	5	5	5	5
4.36	4.92	4.93	4.92	4.88	5	4.89

[Communicates effectively concerning needs of his/her area:]	[Accurately assesses abilities and constraints with commitments:]	[Follows through with commitments:]	[Gives and receives constructive criticism:]	[Communicates directly to solve conflict:]	[Appropriately uses the standard tools to do her/his job:]	[Offers a safe space to communicate if issues arise:]
4	3	5	4	4	5	5
4	4	5	4	5	4	5
4		4		4	4	
4		4			5	4
	4	5			5	
5	4	5	5	5	5	5
5					5	5
4					4	
4	3	4	5	4	4	4
4	4	5	5	5	4	5
5	5	5	5	5	5	5
5	4	5	4		4	5
5	5	5	5	5	4	5
4	4	5	5	5	5	5
4.38	4	4.75	4.67	4.67	4.5	4.82

[How well has the reviewee integrated into the whole of FG?]	[How do you rate the reviewee's overall performance:]	[How well has FG done at supporting the reviewee to do his/her core job duties?]	Overall Mean by Individual			
5	5	5	4.68			
5	5	3	4.7			
5	4	5	4.42			
4	4		4.42			
5	5	5	4.87			
5	5	3	4.8			
4	5		4.91			
	4		4			
5	5	4	4.44			
5	5	4	4.73			
5	5	5	5			
5	5	4	4.68			
5	5	5	4.91			
4	4	4	4.68			
4.77	4.71	4.27				

What other areas of FG might the reviewee be able to contribute to, presuming the reviewee has time?	*Please list any positive feedback you have for the reviewee*	*Please list any constructive criticism you have for the reviewee concerning his/her job performance:*
Meredith should join HR.	Meredith is awesome. Her practical and level-headed approach are a breath of fresh air during difficult discussions. She really cares about Free Geek and works to solve problems.	Try not to get so defensive when irate volunteers complain/argue. Don\'t take on too many tasks pretty, pretty, pretty please.
Would you want to work a bit outside of production? Don\'t know if that\'s feasible, but I\'m always for cross-training.	Meredith adds a warm social element to Free Geek, a great \"camp-counselor\" approach to volunteer coordination, and a willingness to help when needed.	
Just about all areas, but would prefer she make her own choice	Meredith is a very active and effect member in standing committees, often doing her home work as needed. This helps everyone and keeps the meeting agenda moving forward.	none at this time
	I appreciate the work Meredith did to make the BBQ go well. That was my 1st experience working with her on a project and she did great. Meredith took the initiative to figure out all of the tasks we needed to get done, then spoke with other folks to get it done. I\'ve also noticed that Meredith is actively participating more and more in collective discussions, both during meetings, and via e-mail. I find her comments and responses to be thoughtful and perceptive.	

I think that Meredith is doing well with her current basket of tasks. I would not want her to take on too much more.

Meredith is awesome! She is professional and fun, has a positive attitude, and gets the job(s) done! I am always confident that Meredith will follow through on commitments! She is a pleasure to work with, we are so lucky to have her here!

For a while I have been thinking that all collective staff should have the opportunity to work at least a shift or two from time to time in areas they usually don\'t work in, just to get a feel of those areas. I know this kinda suggests the \"generalists worker\" idea, but for me it also gives a better feel of the whole organization. Other than that, Meredith\'s plate seems full.

Meredith is a great coworker, actively participates in meetings, gives suggestions, is helpful and supportive to her volunteers and coworkers. Build seems to be getting better and more educational all the time. Great volunteer instructors, and Meredith is awesome about recognizing, and thanking them. Build Instructor trainings have happened a few times already. And I don\'t even work with Meredith that closely, only see her emails.

nada

Anywhere, really. I think PR/Outreach such as tabling or handling interviews/appearances would be a good place.

She\'s quick to jump in where work is needed, and seems to be able to take on projects and see them through without freaking out. She\'s a level-headed presence in meetings and seems to me to be a natural fit with the org: hard working, easy to work with, straight up.

Willingness to take on big projects (a la Reuse Week and Corporate Partnerships) may start to hit a wall of reality, now that you\'re more fully engaged in day-to-day of build/production work. I guess I\'ve seen a slight reluctance to ask for help or say \"I can\'t do that.\" Even though nothing has fallen down to mention, I hope to hear \"nope\" a bit more as you find your role here.

Open Ended Questions

Meredith is an awesome co-coordinator to work with. She has really taken feedback from her 3-month review and improved her already awesome working habits. She is cautious, thoughtful and considerate when implementing new ideas, but is also becoming very confident and easily makes quick decisions on her own when needed.

Once Meredith is completely settled in Build, I could see her working well in many areas: laptops, development, tech support, advanced testing, grants, ...

Meredith is great! She is enthusiastic, professional and gets things done. She is great with volunteers and they seem to like her too.

I think that Meredith should speak up more. She has good things to say. Everyone should get the benefit of hearing what she has on her mind.

HR

*I think Meredith can work within the build program to cultivate strong build teachers: this in turn can lead to even more positive volunteer experiences in the build program. *Because Free Geek does not have a dedicated Volunteer Coordinator, Meredith can continue to help with volunteer issues through her committee work (Education is currently figuring out how to be open to people of differing ability levels; Inreach helps with some volunteer issues, too)

Meredith is dependable and she follows through with her commitments. Meredith is really fun to brainstorm with! I feel comfortable approaching Meredith about deeper issues of Free Geek: she is very easy to talk to.

Any area in need of solid volunteer coordination would benefit from Meredith\'s involvement.

Meredith seems to have really taken the bull my the horns when it comes to Build. She\'s a great volunteer coordinator, and she\'s alway respectful and courteous when working with others.

None at this point.

I think I do a good job of being open to new ideas and working through them with people. I take suggestions and constructive criticism very well. I have excellent follow-through, which I think shows when you look at my goals from my 3-month review. I did define my role/projects/areas of concern that I would be focusing on (and focused on them), organized a Build instructor training (which happened last week), implemented the Build survey and have worked with Annie & Elizabeth to create a solid partnership with the Girl Scouts of Oregon & SW Washington for Girls2Geeks (slated to happen mid-October!). More nebulously, I\'ve been collaborating with Caitlin and the Education committee to help make Build more educational – this is something that will always be improving, I think.   I also believe that I\'m willing to step in and help out where needed. The Volunteer Appreciation BBQ is an example of this – I did a big chunk of work with organizing to make it happen while most of the working group had to deal with the phone craziness.   I also think since my last review I\'ve gotten better about walking around ideas to the stakeholders to get different points of view before jumping in on a project.

I am most concerned with where there is the most need. I know Tech Support has been a big contender but right now it seems to me that the Front Desk could definitely use some back up. I am planning to leave Inreach in the near future for another committee (again, based on Free Geek\'s need), but have not decided for sure which one. I\'m thinking HR. Suggestions welcome!

I would like to work on speaking up more in Staff meetings. I am loath to repeat things that have already been said and often communicate best after digesting ideas for a while and writing them out in an e-mail. However, I don\'t want to rely on other folks to speak for me, so this is a personal goal of mine.   I also want to improve my facilitation skills. I have learned a lot about this at Free Geek, but I want to work towards being in a place where facilitation of different kinds of groups (a Build instructor training, for example) feels easy.   Right now I have a decent working knowledge of computers – enough to get me through teaching Build. I really want to expand upon this knowledge, especially when it comes to the command line. I do a lot of Googling and researching on my own, but again, suggestions welcome!

Any suggestions for goals or professional objectives this person could work on for their next review?	*Any additional comments for the reviewee?*	*Any questions for or about the reviewee?*
Define your role/projects/areas of concern which you will be focusing on in the next 6-12 . Do not overcommit to projects and shorter-term tasks.	Don\'t take Lady Gaga out of Build!	Is that cross-training in Tech Support goal still relevant? What\'s going on with Girls2Geeks?
I leave this up to reviewee	I wasn\'t sure about how well Meredith would fit into the FG community and collective, but she has become a valuable part of our org.	Do you feel that the collective, as a whole, has helped you enough in defining and performing your duties?
		How do you think your goals went? Anything new you want to tackle? Do you already have a full or overflowing plate?

Be careful with your work load. Saying \"no\" is a very important skill to hone at Free Geek. Don\'t take on too much!

Meredith ROCKS.

What could we do to make your work experience better?

Spend some time in other areas besides Build, not as a leader of the shift, only to get a feel for the job. And master Monitor Tetris(if your back allows).

Meredith is a great addition to the staff collective! Yay Meredith!

I don\'t work with Meredith much, have no problems with her. All seems well, but I would leave most comments to people who work more closely with her.

Get involved in some area where I can work with you.

What form to you envision the corporate partnerships taking: Committee? part of another committee? ad hoc? What do you see as your role in this?

You\'re awesome. And stuff.

I say keep working on the goals you set for yourself during your 3 month review

Go Mega! You Rock!

How do you feel after 6 months about your role in build as a co-coordinator.

Yeah for Meredith!

* Good job in asking for feedback after the Volunteer BBQ! * Good job in planning the Volunteer BBQ! * I appreciated the way you communicated the update to the Girls2Geeks program. A good project manager knows when to kill a project and from what I\'ve seen, you have shown good judgment calls re: the Girls2Geeks program

1. How is your committee participation going? It seems like you\'re currently participating in: Inreach, Production, Education. Is this too much? Too little? The right kinds of committees to help you grow professionally? 2. What kinds of responses have you received from the build survey? Would you be willing to present survey feedback to either all our staff or to the staff collective? 3. Are you still cross-training in Tech Support? Cross-training in any other areas?

Continue working on ways to make the build program more educational.

Our workload is, for the most part, mutually exclusive; I haven\'t worked with Meredith enough directly to identify relevant/appropriate objectives. She\'s great the way she is right now!

One of the following statements is true: - Meredith is awesome. - Meredith offered me $5 to say \"Meredith is awesome\" on this review. Sergio

None!

Some of these were mentioned above, but: -Be more vocal in Staff meetings -More consistent attention to detail -Work on improving facilitation skills -Work on improving technical knowledge -Move to a committee that needs more help (HR?) -Start working floor shifts in an area that needs more help (Front Desk?)

Reservations?	Comments
no	Bring her on!
no	Meredith will be an excellent addition to our collective because of her overall commitment and envolvement to FG and our community.
no	No reservations at all!

no

no

no

no   Welcome aboard (I hope).

no

no

no

No reservations whatsoever.
Meredith seems like a good
team addition to Free Geek.

no

I wholeheartedly support
Meredith\'s addition to the
collective.

I believe that I meet collective-level expectations and that I am able to work well with other members of the Free Geek staff to move the Build program forward within the Production schema. I also have contributed to a lot of different kinds of areas at Free Geek outside of Production (Inreach, Education, ReUse Week, retreat planning, the BBQ, 10th anniversary event planning, Girls2Geeks and a little community partnership work). I feel that there is always room for improvement and growth, but by and large I have integrated myself into Free Geek\'s structure and culture well, and I hope I get to stay.

yes