



**University of Waterloo**  
**Co-operative Education & Career Services**

**Student Performance Evaluation**

BUILDING A TALENT TRUST

Wang,Jeremy Yijiang  
 20382498  
 Spring 2012  
 2A Mechatronics Engineering  
 IGNIS Innovation Inc.

**Job Title:** Software Testing Co-op

**Job Description:** IGNIS is looking for co-op students to be a part of our latest project - an AMOLED television. AMOLED (Active-Matrix Organic Light Emitting Diode) displays are a new cutting-edge display technology, for every application from mobile phones to HDTV. They offer superior image quality to AMLCD, lower power, more vibrant colors, and lower manufacturing costs. IGNIS Innovation Inc. is the leading independent supplier of technology for AMOLED displays. We develop the technology that makes AMOLEDs last longer, look better, and cost less. Spun off from the University of Waterloo in 2000, and based on over 10 years of R&D, IGNIS has over 40 patents granted and pending. IGNIS has strong relationships in Asia with leading display manufacturers who are introducing OLEDs into the global marketplace. Find out more on our website at [www.ignisinnovation.com](http://www.ignisinnovation.com). Responsibilities will include some (or all) of the following, depending on the candidate's skill level: \*IGNIS develops software that runs on the AMOLED display controller, correcting for image quality issues. The candidate may be responsible for verification of software functionality, and writing test scripts and test functions. \*IGNIS also develops software tools to aid in the development of the AMOLED display and our algorithms. The candidate may be responsible for verification of software functionality, writing test scripts, or development of new features. \*Support the display software engineering team \*Characterizing and documenting software functionality The following skills are required: \*Software verification and testing experience The following skills would be an asset: \*Design and debugging of embedded software \*Working knowledge of LCD displays and/or video Education Currently enrolled in Electrical Engineering, Computer Engineering, Mechatronics Engineering, Software Engineering, Systems Design Engineering, or Computer Science.

**Interest**

- High Interest. Very Enthusiastic. Takes pride in doing work well.
  More than average amount of interest and enthusiasm.
  Satisfactory amount of interest and enthusiasm.
  Little interest or enthusiasm shown.
  Not Applicable.
- 

**Initiative**

- Self-starter. Asks for additional work.
  Displays initiative consistently.
  Acts voluntarily in routine situations.
  Lacks initiative. Must be told frequently what to do.
  Not Applicable.
- 

**Planning and Organizing**

- Does an outstanding job of planning and organizing work and time.
  Plans and organizes work and time effectively.
  Does average amount of planning and organizing.
  Fails to plan and organize work and time effectively.
  Not Applicable.
- 

**Setting Goals**

- Developed goals for the work term early and made excellent progress in working towards them; referred back to goals and evaluated progress at various points during the term.
  Developed goals for the work term early and showed some effort in working towards them; did not often revisit goals or evaluate progress during the term.
  Showed minimal effort early in the term to set goals; demonstrated no follow-up activity.
  No evidence that the student set goals for the term.
  Not Applicable/ Not Evaluated.
- 

**Ability to Learn**

- Excellent.
  Above Average.
  Average.
  Below Average.
  Not Applicable.
- 

**Quality of Work**

- Excellent: very few errors.
  Good: few errors.
  Satisfactory: has normal number of errors.
  Unsatisfactory: frequent errors.
  Not Applicable.

**Quantity of Work**

- Excellent productivity.
  Good productivity.
  Satisfactory productivity.
  Unsatisfactory productivity.
  Not Applicable.

**Creativity**

- Continually offers new ideas; extremely imaginative.
  Frequently offers new ideas; imaginative.
  Has average imagination and a reasonable number of new ideas.
  Rarely offers new ideas; limited imagination.
  Not Applicable.

**Reflection and Integration from Prior Learning**

- Frequently shows evidence of thinking deeply or reflecting in order to link previous learning experiences (from school or work) with current workplace activity.
  Sometimes shows evidence of thinking deeply or reflecting in order to link previous learning experiences (from school or work) with current workplace activity.
  Rarely shows evidence of thinking deeply or reflecting in order to link previous learning experiences (from school or work) with current workplace activity.
  Shows no evidence of thinking deeply or reflecting in order to link previous learning experiences (from school or work) with current workplace activity.
  Not Applicable/ Not Evaluated.

**Judgment**

- Decisions always based on thorough analysis of the situation.
  Usually makes good decisions.
  Decisions are satisfactory in routine situations.
  Decisions often based on inadequate analysis of the situation.
  Not Applicable.

**Problem Solving Skills**

- Highly adept and innovative.
  Adept at solving problems.
  Satisfactory problem solving abilities.
  Exhibits inadequate problem solving abilities.
  Not Applicable.

**Dependability**

- Reliable in any situation.
  Reliable in most situations.
  Reliable in routine situations.
  Unreliable; requires close supervision.
  Not Applicable.

### Interpersonal Behaviour

- |  |  |   |  |  |
|--|--|---|--|--|
| <input checked="" type="checkbox"/> Always works in harmony with others. An excellent team worker. Contributes to group relationships and effectiveness. | <input type="checkbox"/> Congenial and helpful. Works well with associates. Seen as an asset in furthering co-operation and group harmony. | <input type="checkbox"/> Relations with others are harmonious under normal circumstances. | <input type="checkbox"/> Frequently quarrelsome, causes friction. Uncommunicative and withdrawn to the point of having an adverse effect on group. | <input type="checkbox"/> Not Applicable. |
|--|--|---|--|--|
- 

### Handling Conflict

- |  |   |   |   |  |
|--|---|---|---|--|
| <input type="checkbox"/> Effectively and consistently handles interpersonal conflict in most situations. | <input type="checkbox"/> Handles interpersonal conflict adequately when absolutely necessary. | <input type="checkbox"/> Rarely handles interpersonal conflict appropriately. | <input type="checkbox"/> Shows no evidence of ability to handle interpersonal conflict. | <input checked="" type="checkbox"/> Not Applicable/ Not Evaluated. |
|--|---|---|---|--|
- 

### Response to Supervision

- |   |  |   |   |  |
|---|--|---|---|--|
| <input checked="" type="checkbox"/> Responds maturely, positively and promptly to suggestions and feedback from supervisor. Very open minded. | <input type="checkbox"/> Willingly accepts suggestions and feedback from supervisor. | <input type="checkbox"/> Accepts suggestions and feedback from supervisor in a satisfactory manner. | <input type="checkbox"/> Often responds negatively to suggestions and feedback from supervisor. | <input type="checkbox"/> Not Applicable. |
|---|--|---|---|--|
- 

### Communication - Written (including work reports, if applicable)

- |  |  |   |  |  |
|--|--|---|--|--|
| <input checked="" type="checkbox"/> Exceptionally clear, well organized and concise. | <input type="checkbox"/> Clear, organized and concise. | <input type="checkbox"/> Satisfactory writing skills. | <input type="checkbox"/> Inadequate writing skills | <input type="checkbox"/> Not Applicable. |
|--|--|---|--|--|
- 

### Communication - Oral

- |  |  |   |   |  |
|--|--|---|---|--|
| <input checked="" type="checkbox"/> Exceptional oral communication; clear, well organized and easily understood. | <input type="checkbox"/> Clear and understandable. | <input type="checkbox"/> Satisfactory oral communication. | <input type="checkbox"/> Inadequate oral communication. | <input type="checkbox"/> Not Applicable. |
|--|--|---|---|--|
-

### Leadership Qualities

- Excellent ability to motivate and direct others.
  Very good.
  Exhibits average leadership skills.
  Presently lacks the ability to motivate and direct others.
  Not Applicable.

### Adaptation to Formal Organizations, Rules and Policies

- Fully adaptable to recognized organizational structures, rules and policies.
  Adapts well to recognized organizational structures, rules and policies.
  Satisfactory adaptation to recognized organizational structures, rules and policies.
  Adapts poorly to recognized organizational structures, rules and policies.
  Not Applicable.

### Areas of Strength

1. Learns new skills quickly
2. Comfortable with software & hardware concepts
3. Works well with others & wants to be helpful

### Areas for Development

1. Can display more initiative to related tasks
2. Creativity in problem solving
3. Organizing work priorities

### Supervisor's Comments

Jeremy is a fast learner who shows personal initiative to learn about op-amps in his work. He works extremely well with others, is humble and eager to understand more about work processes. He adapts quickly when switching between completely unrelated tasks, and fits well into a small company environment. While limited in experience, Jeremy has room for growth in creative problem solving by proposing novel solutions to existing problems and identifying opportunities for showing initiative towards higher-priority tasks. Overall very enthusiastic towards work

### Overall Performance Evaluation

- Outstanding** (exceptional performance or unique contribution)  
 **Excellent** (exceeded job requirements in all areas)  
 **Very Good** (exceeded job requirements in one or more key areas)  
 **Good** (met all job requirements)  
 **Satisfactory** (need for improvement identified in one or more key areas)  
 **Marginal** (needs improvement in may key areas)  
 **Unsatisfactory** (did not meet job requirements)

Did you review the completed evaluation form with the student? (Please ensure the student has a copy.)

- Yes
  No

**Next Work Term**

Do you wish to have the student return for the next work term?

Yes       No       Not Applicable

If yes, have you offered to re-employ the student for the next work term?

Yes       No       To Be Determined

If yes, was your offer:

Accepted       Declined

---

**Student's Comments**

---

**Supervisor:** J. Marcel Dionne

**Title:** Director of Engineering

**Management/Human Resources:**

**Title:**