

360 DEGREE FEEDBACK REPORT

Shaun Mashale

Data Visualization Trainee Early Remote Internship

25th November 2025



360-Degree Evaluation Report

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shaunmashale756@gmail.com

Internship Start Date: 6th October 2025
Internship End Date: 6th November 2025
Internship Role: Data Analyst Intern

Dear Shaun Mashale,

This report is a summary of your performance during your virtual internship, prepared using your self-reflection and feedback received from your manager and peers. It provides insights into key areas where you were evaluated, helping you assess your progress throughout the internship. We hope this feedback enables you to reflect on your experience, recognize your strengths, and identify areas for improvement.

Based on the 360-degree evaluation process, the average percentages you received are as follows:

Self-evaluation Percentage	97%
Peer Evaluation Percentage	83%
Manager Evaluation Percentage	84%
Overall Percentage	88%

Index for Performance Ratings:

This table outlines the rating scale used to evaluate performance, ranging from Poor Performance to Excellent Performance. Each star category represents a level of performance, helping to standardize evaluations across the feedback process.

INDEX

Rating	Star Category
★☆☆☆☆	Poor Performance
★★☆☆☆	Below Expectations
★★★☆☆	Satisfactory Performance
★★★★☆	Good Performance
★★★★★	Excellent Performance

Here is the feedback on some of the core areas that you were evaluated in:

Parameter	Rating	Feedback
Mutual Respect & creating Safe space	★★★★☆	You do a great job of making everyone feel respected and safe. You show empathy and handle conflicts well, contributing positively to the team's environment.
Ownership	★★★★★	You always take full ownership of your tasks and lead effectively. You manage your responsibilities excellently and support your teammates, making you a reliable and influential leader.
Communication and Relationship Building	★★★★☆	You communicate clearly and build strong working relationships. You share ideas well and collaborate effectively. Keep up the good work and continue to support your teammates.
Bringing your Brain to Work	★★★★☆	You consistently offer valuable ideas that benefit the team. Your creative thinking helps solve problems, and you should continue sharing your strategies to help the team grow.
Time Management	★★★★★	You excel in time management, delivering top-quality work on time every time. You set a great example for others by sharing your effective time management techniques and mentoring your colleagues.
Quality of Work	★★★★☆	You rarely made errors, demonstrating good attention to detail. You provided work that met expectations with a high level of accuracy.

Personal Development:

Based on your ratings, below is your personalized development plan. It is recommended that you discuss these inputs with your manager or coach and chart out your developmental journey.

- **Mutual Respect & Creating Safe Space:** Maintain your strong communication skills and respect for others. Keep up the good work by setting goals to further deepen your empathetic skills and create an even more inclusive environment.
- **Ownership:** Maintain your excellent level of ownership and continue to take full responsibility for your actions. Set new challenges to push yourself further and inspire others by demonstrating consistent accountability.
- **Communication and Relationship Building:** Your communication skills are strong; continue to maintain this consistency. Keep refining your approach by fostering collaboration and ensuring clarity in all interactions.
- **Bringing your Brain to Work:** You are doing well by bringing thoughtful contributions to your work. Keep maintaining this consistency by setting SMART goals to stay focused and look for areas where you can bring even more value to the team's progress.
- **Time Management:** Great job managing your time efficiently! Keep doing what works for you and explore any new tools or techniques that can further enhance your time management skills.
- **Quality of Work:** Great job maintaining accuracy and attention to detail! Keep up the consistency by refining your review process and continuing to deliver high-quality work.

By focusing on these areas, you can continue to grow and excel in your role. This internship evaluation report is an objective assessment based on established rubrics, providing scores and feedback to evaluate the intern's professional development during the internship period. The scores and feedback aim to offer constructive insights into the intern's performance. It is not intended to inflict personal harm, but rather to encourage growth and improvement. Please note that Excelerate does not assume liability for decisions or actions taken based on this evaluation. Before relying on this report, it is advised to contact us for clarification or additional information at talent.discovery@4excelerate.org.