

STARK EMPLOYEE PERFORMANCE REVIEW



Employee Information

Employee Name: Bruce Banner/Hulk Department: R&D and Citizen Protection

Review Period: Quarter 1 Date of Review: March 3, 2021

Performance Review

Ability to Accomplish Responsibilities

Research & Development (R&D) Department

- + Carries out research and scientific experiments diligently and ethically on gamma radiation
- + Participates with prominent university-level researchers on various nuclear physics projects that will benefit Stark Industries
- + Improves current Stark Industries technology to ensure efficiency and minimal gamma radiation exposure

Citizen Protection Department

- + Follows agreed-upon plan in the interest of protecting citizens
- + Follows team-lead (Natalia Alianova "Natasha" Romanoff/Black Widow) when improvisation is required

Goal Achievements

- + Advanced research in nuclear physics and gamma radiation
- + Improvement on current technology to reduce gamma radiation emission to protect citizens from needless exposure to gamma radiation exposure
- + Perfected the "Hulk Smash" with minimal street and infrastructure damage

Suggested Areas for Improvement

- + Anger management
- + Spontaneity (may benefit from better impulse control)
- + Some difficulty with traditional conflict resolution skills

Demonstration of Core Values and Competencies

- + Humility
- + Empathy and altruism; citizen-focused; people-oriented
- + Work and results oriented, teamwork, respect
- + Creativity
- + Analytical abilities, complex cognitive processes

Professional Development Plan

- + Training on Conflict Resolution Skills 101 to reduce the incidences of the use of the “Hulk Smash” technique
- + Course on interpersonal communication skills
- + Course on social and emotional intelligence
- + Course on dealing with difficult behaviours

Additional Comments/Overall Appreciation

Bruce is an integral part of the Avengers team, and his strength (as the Hulk) is an asset, especially when his co-workers are confronted with an enemy presenting with superhuman strength. Bruce is a kind and soft-spoken individual and has been gifted with a genius-level intellect, which makes him an essential collaborator with Stark Industries, allowing us to perfect our products and services, all the while ensuring both our workers' and our clients' safety. Bruce is committed to his work and always conducts his research and experiences following the highest ethical standards, making sure he is not in violation of any R&D policies.

Bruce has achieved great strides in controlling the angry outbursts that have resulted from his transformation into the Hulk. The level of gamma radiation in his system is still extremely high and dangerous and any further exposure to this fissionable material remains unknown. Nevertheless, through exercises of meditation, yoga, and tai-chi, Bruce has been able to temper his fervor and is better able to take instructions from his team lead, Natasha.

Nevertheless, he would benefit from some courses on interpersonal communication, conflict resolution skills and dealing with difficult behaviours, especially when he is transformed into The Hulk. As Bruce Banner, Bruce is mild-mannered and even-tempered.

Overall Performance Review Rating:

Needs Improvement

Succeeded (-)

Succeeded (+)

Exceeds expectations

Performance Reviewed By:

Reviewer Name: Tony Stark

Reviewer Position: President and CEO

Employee Consent and Signature:

Statement	YES	NO	N/A
I have read and understood the current Performance Management Appraisal.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I agree with the current Performance Management Appraisal, and I have provided some comments to this effect: Yes – <input checked="" type="checkbox"/> No – <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I have some areas for improvement, my manager provided me with sufficient advanced notice to course correct.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
If my manager did not provide me with sufficient advanced notice to course correct, we have agreed on a specific period for me to course correct.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I have been made aware of the consequences if no significant improvement is noted in my work performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I have been made aware of the goals of a performance improvement plan (PIP) if my performance does not improve, where applicable.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I have been provided with professional development opportunities to allow me to develop new skills or improve on some pre-existing ones.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To my knowledge this performance improvement plan has been conducted fairly and impartially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employee Comments:

Regarding the anger management issue, while there is some merit to it being mentioned, it must be noted that gamma radiation exposure/poisoning can alter the personality due to the neurological impacts, some of which remain unknown. It is therefore plausible that some behaviours resulting from the shift in personality become innate and, therefore quite difficult to modify.

Employee Name: Bruce Banner

Employee Signature:

Bruce Banner