

## **Parisi Employee Performance Evaluation** **Performance Coach**

### **1. Attends and is punctual for work sessions**

**Exceeds Expectations:** Always reports to scheduled shift with adequate time to perform any additional duties necessary and seldom needs coverage

**Meets Expectations:** Consistently on time for all work session and rarely needs to find shift coverage

**Does Not Meet Expectations:** Late on occasions for a scheduled shift and needs to find shift coverage more often than acceptable

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

### **2. Wears the required uniform**

**Exceeds Expectations:** Consistently wears Parisi attire outside of the facility to assist in promotion of the brand

**Meets Expectations:** Always wears required Parisi attire for the scheduled work shift

**Does Not Meet Expectations:** Seldom wears required uniform and tends to look unkempt while working

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

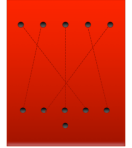
### **3. Maintains high standards of business ethics.**

**Exceeds Expectations:** Always follows up with clients whenever there is a moral or social issue at hand

**Meets Expectations:** Always makes responsible decisions both morally and socially in relation to business practices

**Does Not Meet Expectations:** Tends to make poor decisions resulting in an unfavorable view of him/herself, the business and staff

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations



#### 4. Differentiates the Parisi brand by promoting the values and mission

**Exceeds Expectations:** Adopts the Parisi values as his/her own and encourages other staff members to act as advocates of the brand both in and outside of the facility during business hours as well as on their own personal time

**Meets Expectations:** Consistently promotes the Parisi brand throughout the community by encouraging and influencing people based on the Parisi mission and values, setting the brand apart from all others

**Does Not Meet Expectations:** Seldom promotes or speaks of the Parisi values or mission

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

#### 5. Attends community events to assist in building brand awareness and rapport with athletes and parents

**Exceeds Expectations:** Proactively seeks out events to attend and consistently communicates with athletes and parents with feedback on the athlete performance in their game or event

**Meets Expectations:** Attends events on a regular basis specifically for Parisi athletes as well as to promote the brand throughout the community

**Does Not Meet Expectations:** Seldom attends events outside the facility

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

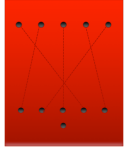
#### 6. Acts in a Professional Manner

**Exceeds Expectations:** Proactively initiates ways for other staff members to develop their professional skills

**Meets Expectations:** Always exhibits a courteous, conscientious, and generally businesslike manner when representing the Parisi brand

**Does Not Meet Expectations:** Does not act in a way that is becoming of the Parisi brand

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations



**7. Lesson plans for sessions are well thought out and prepared in a highly educational and motivating way prior to sessions**

**Exceeds Expectations:** Incorporates his own stories into the daily motivational plan as well as the delivery of the educational content in order to keep the athletes engaged in every session

**Meets Expectations:** Sessions are planned with a motivating and educational plan in place

**Does Not Meet Expectations:** Rarely puts thought into the action plan for the session leaving the athletes unengaged

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

**8. Delivers energetic Active Dynamic Warm-Up**

**Exceeds Expectations:** Uses innovative methods and positive reinforcement to keep the athletes engaged during the warm-up

**Meets Expectations:** Consistently engages athletes with a warm up that is energetic, timely and efficient

**Does Not Meet Expectations:** Often loses the attention span of the athletes - the warm up is either too short or too long

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

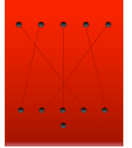
**9. Conducts quality Sessions on a consistent basis according to Parisi Standards of Operation, as outlined during training week**

**Exceeds Expectations:** Proactively develops training skills by viewing and practicing Online Modules in an effort to master the content

**Meets Expectations:** Provides a session that is engaging, fun, motivating and educational while monitoring all the technical components necessary to develop an athlete's skills

**Does Not Meet Expectations:** Quality of sessions does not meet the Parisi Standards of Operations - deviating from Parisi protocol

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations



### 10. Performs cool down, and closes each session effectively

**Exceeds Expectations:** Selects innovative methods to cool down and close out the session

**Meets Expectations:** Allows sufficient time for athletes to cool down and end the session in a timely manner

**Does Not Meet Expectations:** Is not able to manage the timing of the session often leaving too much time or not enough time for cool down

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

### 11. Performs closing rituals and engages athletes at the end of each session

**Exceeds Expectations:** Makes a point to set up the athlete's next session before they leave the building

**Meets Expectations:** always closes the session with a closing ritual and engages athletes individually leaving them with a positive experience

**Does Not Meet Expectations:** Seldom closes the session with a ritual or engages athletes on an individual basis

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

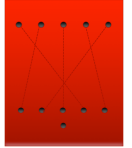
### 12. Returns all equipment and keeps the work area clean and free of hazards

**Exceeds Expectations:** Leaves time before and after each shift to clean and organize the work space

**Meets Expectations:** Insures all equipment is put back in place following each session

**Does Not Meet Expectations:** Leaves work area unorganized and rarely makes an effort to return equipment

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations



### 13. Prepares Athlete Session Report Cards

**Exceeds Expectations:** Pre-scripts report cards. Makes an effort to speak to each parent after each session for a quick follow up on the athlete's progress

**Meets Expectations:** Consistently delivers report cards for every athlete after each session

**Does Not Meet Expectations:** Does not consistently deliver Athlete Report Cards

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

### 14. Attends Weekly, monthly and quarterly staff development meetings and workshops utilizing the Parisi Online Educational platform

**Exceeds Expectations:** Attends additional educational and training seminars to further personal and professional development and has budgeted funds to support these efforts

**Meets Expectations:** Attends and prepares for all weekly meetings using a set training agenda and has accountability measures in place

**Does Not Meet Expectations:** Does not attend regular weekly meetings with a set training agenda and accountabilities for encouraging personal and professional development

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

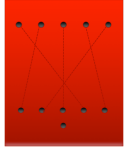
### 15. Complete annual self development plan

**Exceeds Expectations:** Exceeds the goals set forth in the original self development plan and encourages other staff members to set a plan for themselves

**Meets Expectations:** Sets goals for personal and professional development and follows through with measures of self accountability

**Does Not Meet Expectations:** Does not proactively seek ways to develop both personally and professionally and often turns down opportunities for growth

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations



**16. Performs parent rapport phone calls and Demonstrates high levels of success with athlete program renewals**

**Exceeds Expectations:** Consistently makes additional calls to follow up on an athlete's performance and shows a 65% or greater renewal rate with PSS clients

**Meets Expectations:** Always performs the required number of calls based on the daily goals set and consistently attains referrals from clients based on a high level of engagement with athletes and parents

**Does Not Meet Expectations:** Rarely makes required calls to parents and seldom has clients bring in friends or has parents refer others to the program

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

**17. Communicates with both Athletes and parents and effectively handles any questions or concerns**

**Exceeds Expectations:** follows up with both the parent and athlete regarding any questions and insures the issue is handled even if it requires seeking additional assistance

**Meets Expectations:** Maintains open lines of communication with both athletes and parents and responsibly addresses all questions or concerns seeking guidance from management when necessary

**Does Not Meet Expectations:** Does not make an extended effort to communicate with parents or athletes to handle questions or concerns

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

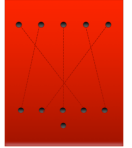
**18. Attains referrals from parents and athletes**

**Exceeds Expectations:** Actively seeks referrals by demonstrating an extended effort of athlete engagement such as attending athlete's games

**Meets Expectations:** Consistently attains referrals from clients based on a high level of engagement with athletes and parents

**Does Not Meet Expectations:** Seldom has clients bring in friends or has parents refer others to the program

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations



**19. Maintains a positive attitude and has cooperative relationships with supervisor as well as co-workers**

**Exceeds Expectations:** Influences co-workers to maintain a high level of enthusiasm and energy ultimately creating an extremely positive and productive atmosphere and culture

**Meets Expectations:** Creates a pleasant working environment using positive energy and attacks every task with an optimistic attitude

**Does Not Meet Expectations:** Often shows little enthusiasm or positive energy creating a poor culture among co-workers

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations

**20. Understands, retains and acts upon instructions satisfactorily**

**Exceeds Expectations:** Often is proactive in anticipating what is needed and is capable of teaching and training others

**Meets Expectations:** Understands instructions that are given and executes to completion

**Does Not Meet Expectations:** Rarely completes a task with out needing additional guidance

- Exceeds Expectations
- Meets Expectations
- Does Not Meet Expectations