

Intern Information

Name	
Supervisor	
Position	
Careerband	
Organizational Unit	
Date Goals Discussed	
Date Goals Evaluated	

Introduction

The Goal and Performance Review, is a key process for management and feedback and is a core process of intern development at Bosch. This promotes an open dialogue where you can discuss goals achieved and outline areas of improvement.

Intern Job Responsibility

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Goals/Key Tasks

Please use this section add, edit, and evaluate each goal/key tasks/milestones established for this internship. For each goal describe the performance expectations, result measurements, the degree of goal completion, and reasons for any deviations. Please use the SMART Goal Formula (Specific/Measurable/Attainable/Realistic/Timely Goals) to help establish appropriate goals. When agreeing upon goals, managers should focus on developing goals that interns are enthusiastic about, as they are responsible for the achievement of goals.

1.

2.

3.

4.

5.

Overall Rating (check one): Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations



Competency Assessment

Please use this section to evaluate the intern against the Bosch competencies. You can find additional information on the competency model [here](#). Please provide a rating for each competency as well as any applicable examples to substantiate the competency rating.

Entrepreneurial Mindset – Results Orientation: Target/profit orientation, cost awareness, consistency, efficient implementation, resource management, process control, quality consciousness, striving for continuous improvement:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Entrepreneurial Mindset – Future Orientation: Strategic thinking/action, market/customer orientation, innovation, initiative, willingness to take risks, change management, taking responsibility:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Leadership – Leading My Self: Manages strengths and weaknesses in a self-reflected way, develops resilience by managing own personal resources with care, uses and maintains learning strategies for personal and professional growth:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Leadership – Leading Others (If not relevant, please write "Not Relevant- did not manage others"): Comfortably delegates tasks and decisions with trust, drives others and enables them to improve their skills and competencies for top performance, ensures fair treatment and opportunity for all, respects individual talent:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Social Competence - Cooperation: Ability to create and use networks, openness, credibility, reliability sharing knowledge and information, ability to integrate and to work in teams, handling conflicts constructively:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Social Competence - Communication: Oral/written communications, ability to structure, active listening presentation skills, managing group processes, ability to make contacts, negotiation and intercultural skills, change in perspective:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Technical and Methodological Competence: Breadth of Experience (Generalist): Overview, cross-functional/international experience, interdisciplinary way of thinking, flexibility, project/ quality/ and strategy management, foreign language ability:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Technical and Methodological Competence: Depth of Knowledge (Specialist): Analytical/intellectual skills, specialist knowledge, recognized expertise, creativity, continuous learning:

Rating: Exceeds Expectations Meets Expectations Plus Meets Expectations Meets Expectations Minus Below Expectations/Does Not Meet Expectations N/A

Supervisor's Final Comments

Empty box for Supervisor's Final Comments

Intern's Final Comments

Empty box for Intern's Final Comments

Acknowledgement

Manager Signature: _____ HR Signature: _____
Intern Signature: *Siyu Wu*
Date: _____
Note: Signatures on this document indicate acknowledgment of this performance review, not necessarily agreement.