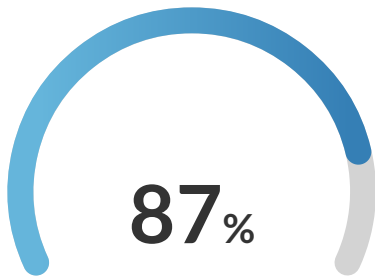


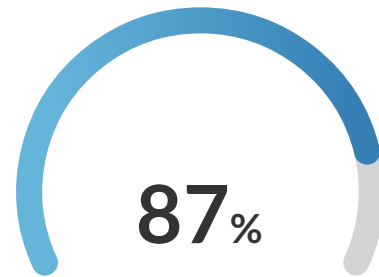
## Top Line Summary

What is Jonathan GUENNEC's overall rating?



### Probability of Re-Hire

If you had the opportunity would you hire or recommend hiring Jonathan GUENNEC?



### Overall Performance

How would you rate the overall quality of Jonathan GUENNEC's job performance?

## Top 3 Key Features

What are Jonathan GUENNEC's key strengths, accomplishments and areas of improvement?

\* Can be more than 3, as it lists all the answers given by all raters.

### Top 3 Strengths\*

Motivé Social Créatif

Relationnel facile Polyvalent  
Organisé

Proactive Meticulous Very  
good integration into a team

humain travailleur ponctuel

He is a fast learner He is  
voluntary Good team worker

I would said that Jonathan is  
really sociable and really  
open-minded, meaning that he  
can easily adapt himself to  
different team or group of  
individuals, proactive, always  
offering his help and taking  
initiatives, and a hard worker,  
he always give his best to  
achieve the objectives.

### Significant Accomplishments

Lean 5S laboratoire  
Downtown Proces.  
Réalisation en autonomie  
d'essais de développement  
supports à la production.  
Procédure et organisation du  
stock de consommables  
laboratoire Pbio.

Intégration rapide dans un  
poste de technicien, Il a fourni  
un travail appliqué et a su en  
parallèle fournir des  
réflexions poussées sur des  
résolutions de problème. Sa  
capacité à synthétiser et son  
niveau sur les systèmes  
informatiques lui a permis  
d'interagir efficacement sur  
différentes missions.

Implementation of LEAN in  
our service (5S, document's  
frame...)

### Top 3 Areas of Improvement

Rien concernant le poste  
occupé au sein du Bio Process  
Devloppement. Sa formation en  
chimie et un atout.

Définir clairement son projet  
professionnel et continuer de  
se donner les moyens de  
l'atteindre, rester patient  
malgré tout et ne pas renoncer  
à sa polyvalence qui fait  
toujours progresser même si  
parfois légèrement en écart  
avec la mission initiale.

Experience in the same  
position Spelling  
Communication

Jonathan est très motivé dans  
son travail ,serviable il a  
accomplie de nombreuses  
taches qui lui ont été  
attribuées. très investie, il a  
largement satisfait nos  
attentes en délivrant un  
travail de qualité. Il a  
d'ailleurs apporté des  
améliorations utiles au  
quotidien et encore utilisées  
ce jour.

To be more concentrate To go  
slower I have no more ideas

Jonathan est très motivé dans son travail ,serviable il a accomplie de nombreuses taches qui lui ont été attribuées. très investie, il a largement satisfait nos attentes en délivrant un travail de qualité. Il a d'ailleurs apporté des améliorations utiles au quotidien et encore utilisées ce jour.

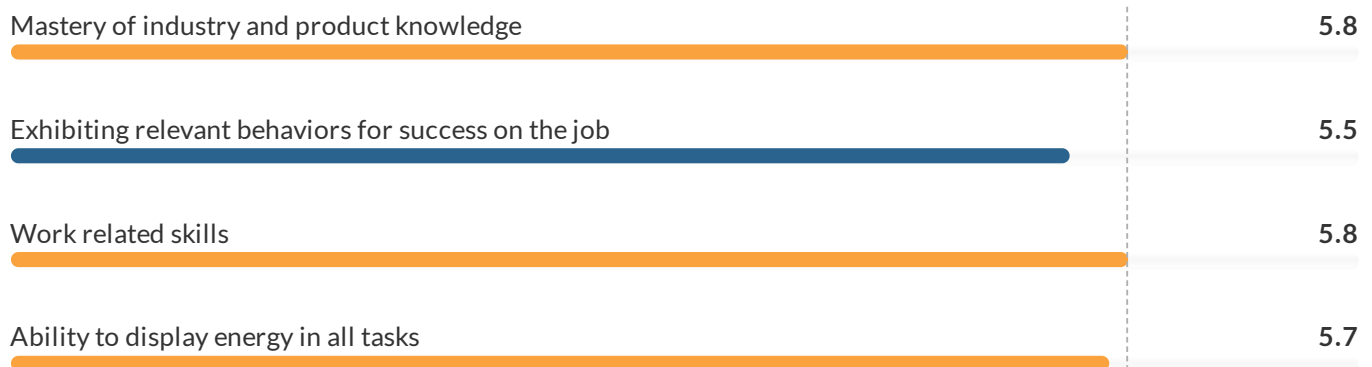
He did his job good nothing else more

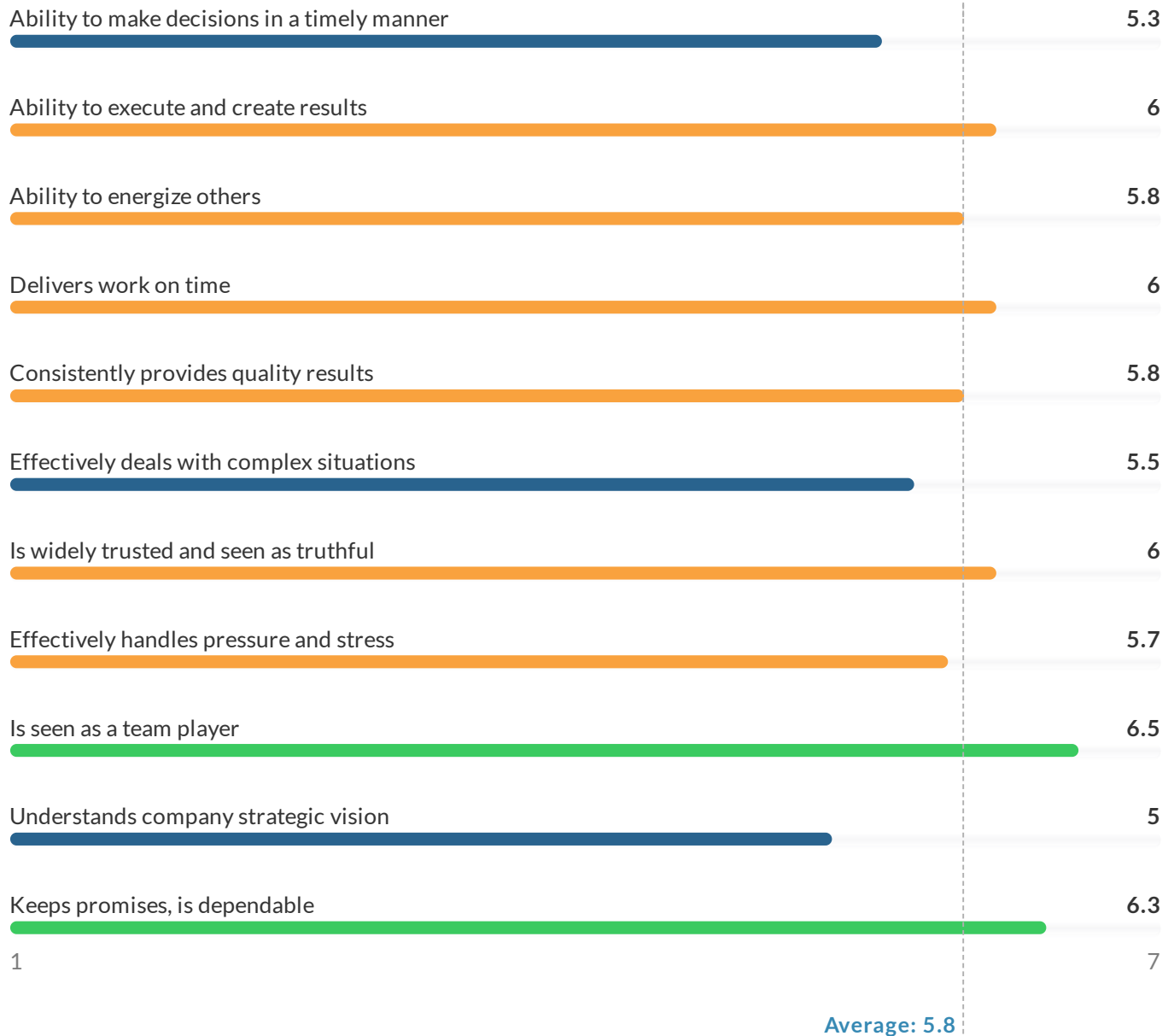
Jonathan is my deputy for the management of the Bioprocess laboratory. Based on his previous experiment, he put in place proactively several tools and process to help lab team's members in their daily activities (new lab organisation, new stock organisation and items identification)

Based on my work experience with him, I would said that he might need to improve his English business skills to be more comfortable during meetings and exchanges with external contact . I would also said that his written skills (eg: when sending emails to peers, managers or external supplier) should be improved to be more professional and adapted to his position. I have also to admit that, even he is fully on-time with business deliverables and meetings, he may be late quite often when we go out for other matters (eg.: afterworks, outside work activities...)

## Specific Relative Ranking Matrix

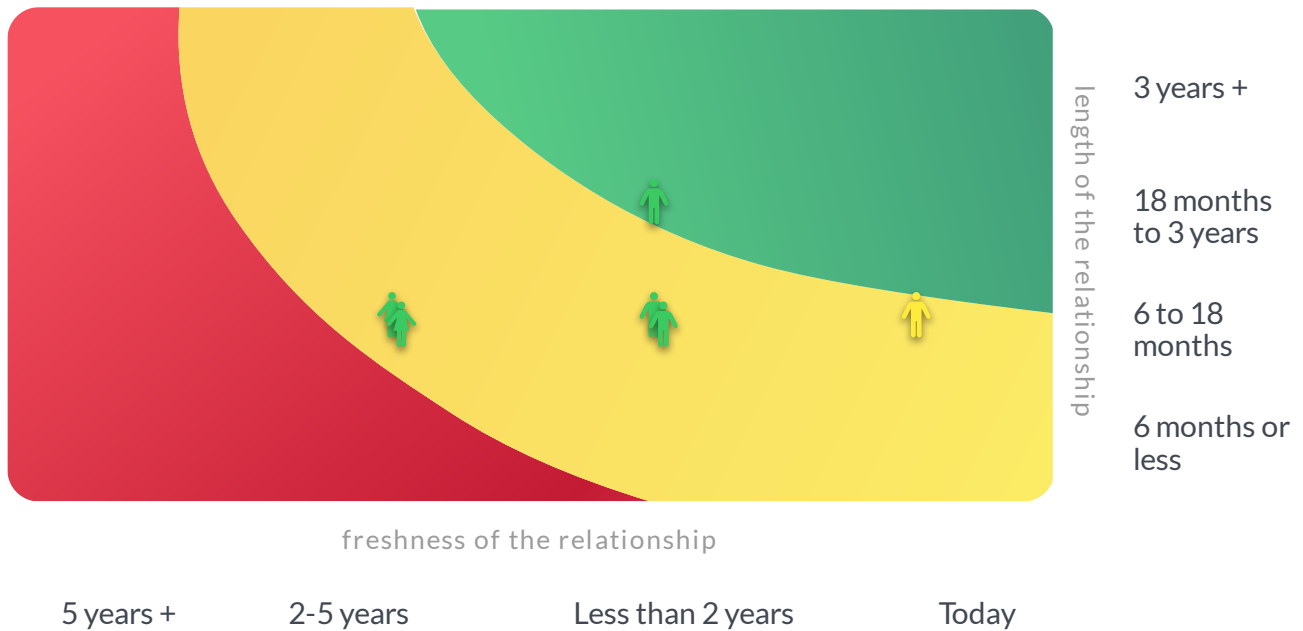
What are Jonathan GUENNEC's strongest and weakest attributes?





# Qualification of Raters

Are the raters that participated qualified?



## Raters



## Colors

Closeness of the work/worked relationship between Rater and Candidate

- worked in direct contact
- worked sometimes on the same projects
- worked rarely on the same projects
- other

## Axes

Horizontal Axis

Freshness of the relationship shows how recently the raters have worked with or known the candidate.

Vertical Axis

Length of the relationship shows how long the relationship lasted.