



# Shipboard / Island Crew Member Performance Review

Ferrero, Adam	Youth Activities / Youth Activities Counselor	00856921	12/1/2013	6/1/2014
<b>Crew/Cast Member Name (Last, First)</b>	<b>Department and Position</b>	<b>Perner #</b>	<b>Contract Start Date</b>	<b>Contract End Date</b>

Performance Ratings should be assigned for each Performance Dimension independently by the Leader  
 1 = Leading the Way, 2 = Moving Ahead, 3 = Right on Track, 4 = Falling Behind, 5 = Off Track

### Performance Dimensions

Performance Dimension	30-Day	2-3 Month	4-6 Month	End of Contract	Performance Dimension	30-Day	2-3 Month	4-6 Month	End of Contract
Cooperation		3		3	Courtesy		3		3
Initiative		3		3	Communication		3		3
Adaptability		3		3	Attendance		3		3
Safety		3		3	Work Quality/Quantity		3		3
Show		3		3	Disney Knowledge		3		3
Job Knowledge		3		3	USPH Issues		3		3
Dependability		3		3	Appearance		3		3

**Feedback and Coaching: 2-3 Month**

This review reflects the 2-3 month mark of Adam's first contract as Youth Activities Counselor onboard the Disney Dream. Upon embarking the ship, Adam went through the necessary safety, security and HR classes and training with the YA Training Coordinator to begin to learn the Youth Activities operation. Adam confidently joined the Lab team and introduced new games in any space that he was assigned. Adam is unafraid when learning new things, and never hesitates to ask questions when unsure or when receiving conflicting information. Adam has recently moved to Vibe where he demonstrates the same enthusiasm taking on any feedback he is given and implementing new activities. Adam has a great approach with the Teens, and really gets to know them each Cruise. We would like Adam to continue learning the ins and outs of the Vibe space and focus on learning how the operation works, in order to do this Adam should continue to ask questions if there is anything he is unsure of. We would like to thank Adam for his hard work thus far, and look forward to helping him grow for the remainder of his contract.

**Feedback and Coaching: End of Contract**

Adam has successfully completed his contract as a Youth Activities Counselor aboard the Disney Dream. For the majority of the second half of his contract, Adam worked as a Vibe Counselor. He has been a positive and productive member of the Vibe team, enhancing the product offered to our Guests by introducing various games and activities to entertain the Teens in the space. Adam excels at interacting with the Teens in Vibe, making connections and ensuring that their cruise experience is an enjoyable one. He is an approachable and courteous team player who seeks out ways to enhance our Guests' experience; this is represented by the multiple positive comments that he has received. Adam should focus on ensuring that he understands and follows all guidelines and procedures, as well as maintain open lines of communication with his Leaders, requesting support and asking questions when needed. Moving forward, Adam should continue to enhance his knowledge and understanding of the Desk Anchor role and the overall operation of the Youth Activities department. We thank Adam for the outstanding energy and excitement that he brings to his teammates and our Guests and we look forward to his continued development in the Counselor role.

OVERALL END OF CONTRACT PERFORMANCE RATING: 3

Review Period	Leader Name (Print, Signature & Perner Number)	Cast/Crew Member Name (Print, Signature)	Date
2-3 Month Review	Alice Barrett Perner #764793		
End of Contract Review	Brad Yared <i>BYared</i> Perner #00675529	Adam Ferrero	

POEA = NO

EOC Review = YES