

BIBIANA VERONICA ALEGRE
 Employee Name
SECURITY STAFF
 Current Position
Symphony Of The Seas
 Ship
11/06/2024
 Sign-on Date

384847
 Employee ID
Security
 Division
DSTY MELWYN REBELLO
 Direct Supervisor Name
 Date of Review

Rating Scale: Please use the following scale to rate the employee on the competencies listed below. ****Please click on each box for a complete definition of the competency rating****

	5 Exceptional	4 Highly Effective	3 Effective	2 Below Expectations	1 Unsatisfactory
	Competency		Rating	Comments	
Job Skills/Results	Business Acumen		3 Effective	SS Bibiana performs her duties as a security staff member and has acquired the essential skills; however, she still needs to broaden her knowledge to enhance her abilities and better focus on her roles and responsibilities.	
	Contributes to Business Performance		3 Effective	SS Bibiana understands the importance of finishing tasks efficiently. With guidance she achieves this aspect of the role	
	Cultivates Customer First		3 Effective	SS Bibiana is a standout performer in terms of friendliness and approachability. Her guest and crew member manner is impeccable. Others in the team should aspire to emulate SS Bibiana's mannerism when in guest areas.	
	Acts with Integrity		3 Effective	She undoubtedly acts with integrity and is trusted by management.	
	Cross Team Collaboration		3 Effective	SS Bibiana maintains a positive environment within the department. She collaborates well not only with her colleagues but also with other crew members.	
	Demonstrates Passion, Drive and Energy		3 Effective	SS Bibiana has had a successful contract, and continues to display positive energy. Advancement will only come if her drive and passion meets her cheerfulness.	
People Skills	Overall Rating:		3		

Development Plan	
What does this employee do well?	SS Bibiana demonstrates a positive attitude and a genuine willingness to assist others, making her a valued and well-liked colleague. Her strong desire to support her coworkers contributes significantly to team harmony and collaboration.
First thing this employee can do to improve?	SS Bibiana understands the duties and responsibilities involved in gangway security operations. To further enhance her effectiveness, she is encouraged to be more proactive by taking the initiative to actively participate in the daily routines of gangway tasks. This proactive approach will positively impact her performance and the overall team's success.
Target Date:	Next Contract
Second thing this employee can do to improve?	SS Bibiana should continue reviewing SOM Chapter 5.05 – Screening Procedures Policy. Deepening her understanding of this material will provide her with a more comprehensive knowledge of security operations and her role, enabling her to perform more effectively in achieving team goals.
Target Date:	Next Contract

Employee Comments
 N/A

Required Signatures

Please sign and date the appropriate section.

BIBIANA VERONICA ALEGRE **05/06/2025**
 Employee** Date

DSTY RAM GURUNG **05/06/2025**
 Direct Supervisor Date

CSTY BAR ROSENBERG **05/06/25**
 Division Head Date

DIANE BERVILLIE **5/7/2025**
 Human Resources Manager Date

By signing this performance appraisal, I acknowledge that the results were explained to me by the evaluator. My signature does not necessarily constitute my consent with the result of the evaluation and I understand the right to comment on this review under separate cover.