

Manager evaluation (completed on 2023-12-15)**PIONEER SPIRIT - ATTITUDES & ATTRIBUTES**

Rate the employee on the following and include a brief explanation of your rating:

GENUINE INTEGRITY

Support and respect each others' whole selves, encourage vulnerability and encourage others to be the best version of themselves*

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob is dedicated to fairness, and honesty. His feedback in code reviews helps encourage others to continue with their work. He gives accurate descriptions of his work involved on a ticket, and does not attempt to "sugar coat" difficult issues.

GROWTH - ALWAYS & FOREVER

Break new ground, work with passion and tenacity, be willing to stretch and take calculated risks, and own failures/shortcomings*

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob does a great job exploring new frontiers in the world of technology stacks. There is a lot of continuous learning needed to surf the changes of the technology landscape, and Rob's passion in this area is a tremendous boost for him. An example of this is his research on running a developer stack that mirrors the ANVL backend 100% on our laptops.

TRANSPARENT COLLABORATION

Over-communicate without fear, ensure all voices are heard; practice radical candor, care personally, and challenge directly*

- ☐ Exemplary
- ☐ Strong
- ☒ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob's personal caring does run deep, as you can tell he cares a lot. He does a good job challenge others directly when he hears something that doesn't sound right. The one thing Rob can do to improve in this category would be to "show his work" in the trello cards before the PR. This would help foster a culture of transparency across the whole engineering team.

OUTPERFORMANCE

Willingness and wanting to do the hard work that matters most; obsess over inputs, practice grit and innovation for our clients and for each other*

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob has outperformed every deliverable he has worked. He took ownership of the Anvl Actions feature, and continued to champion the designs of the actions.

PERSISTENCE

Relentless pursuit of goals, big and small*

- ☐ Exemplary
- ☒ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob does not give up on the work that needs to be done. He mentions goals that we are working on in stand ups, and he works backwards to understand when features need to be code complete in order to ship on time.

Rob was hard on himself here, which I think shows we have a chance to improve our communications about our goals.

OVERALL PERFORMANCE*

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob is an exemplary member of the engineering team. He has surfed the winds of change successfully all the while continuing to deliver tremendous value to the business.

PERFORMANCE - QUALITY OF THE INPUT

Rate the employee on the following and include a brief explanation of your rating:

COLLABORATION

Evaluate the employee's collaboration with the engineering team through paired programming, participation in retros, planning at backlog refinements and sprint planning meetings, and sharing thoughts and ideas*

- ☐ Exemplary
- ☒ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob always attends the retros, and gives feedback during them. He also contributes to backlog refinements, and sprint planning meetings. One area of growth he can work on to improve in this area is to innitate paired programming sessions, or reach out for a rubber duck session to bounce ideas of others.

I think Rob is being a little hard on himself here. Continue sharing thoughts and ideas in the meetings, and view "pulling away another engineer" as an opportunity for both people to grow instead of a need.

COMMUNICATION

Evaluate the employee's communication, in general, through meetings, emails, slack, comments on cards, and feedback in code reviews*

- ☐ Exemplary
- ☒ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob communications in general and through meetings is great. He has good participation in our regularly scheduled meetings. One thing Rob can do to get into the Exemplary category is to be a little more vulnerable when sharing design ideas.

CODE QUALITY

Evaluate the employee's code in terms of completing cards accurately, following good coding principles, ensuring proper code coverage through unit tests, and minimizing defects*

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob's code quality has always been good, and it has been improving since he first started at ANVL. I really appreciate the thoughts he has about the tests. He does a great job at writing code that fits well into the existing code base, and to the team's strengths.

PERFORMANCE - EFFECTIVENESS OF THE OUTCOME

Rate the employee on the following and include a brief explanation of your rating:

FEATURES/DEFECT FIXES DEPLOYED

Evaluate the employee's delivery or assistance with features deployed and defects fixed.*

- ☐ Exemplary
- ☒ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob does a great job troubleshooting, and fixing defects found. He has improved in looking up data in cloud watch logs, and has done less jumping to conclusions these past 6 months.

TEAM SPRINT VELOCITY

Evaluate the employee's support of the team towards the overall team sprint velocity.*

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob is outstanding at getting his cards completed in a timely manner. He also helps to ensure the team's tickets are completed as well. He goes above and beyond to deliver a feature on time if not sooner.

DEFECTS REPORTED

We strive to keep defects to a minimum as part of our overall quality. Evaluate the quality of the employee's work and assistance to others on the team as it relates to the defects reported within this time period. *

- ☒ Exemplary
- ☐ Strong
- ☐ Satisfactory
- ☐ Opportunity for Improvement
- ☐ Unsatisfactory

Rob does a great job snuffing out defects in a PR before they are released. His PRs are low on defects, and he does a great job adjusting to feedback if any are found.

Rob and I differ here, and I think he is being too hard on himself over the workflow status bug.

ADDITIONAL FEEDBACK

Is there any additional feedback you'd like to provide?

It has been great working with Rob this past second half of 2023! I'm looking forward to continuing to work together growing our skill sets. One ask I have of Rob is what do you need from me to help you reach your goals in 2024?

GOALS

What goals do you have for the employee over the next 2 quarters? *

There are two goals I would like Rob to work on. These goals are design to gain experience in the tasks that are expected from a senior software engineer.

The first goal is to create design level software artifacts that can communicate the designs of the feature to a team before coding begins. This looks like proactively scheduling design walk-throughs with the engineering team when working on a feature, and adding the design level narratives to the cards being worked.

The second goal is to mentor junior engineers on the team. Reach out to them and offer pair programming sessions. Review their code in a way that encourages them to learn and improve their skill set.