Manager evaluation (completed on 2024-08-02)

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 shows a lot of respect for all the people here at Anvl. He works well with the others writing code in our projects. He asks good questions that lead to better designs in our system.

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's work has covered a lot of new ground over the past 6 months. He has transitioned from coding for a ticket, to designing and authoring the tickets on more complex ideas that we face.

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

I appreciate Rob always bringing up the difficult things that need to be worked on. He will always call out whether or not a design will work in the systems we build.

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

I am amazed at how easy Rob dives into the next project at hand. He leans into all of his work, and improves every project he works on. From shipping full features like assignments, to the trail blazing POCs like the custom authorizer and workflows on the web. Rob's attention to detail and his unwavering commitment to our customer experience is exceptional.

PERSISTENCE
Relentless pursuit of goals, big and small*

○ Exemplary

◉ Strong

○ Satisfactory

○ Opportunity for Improvement

○ Unsatisfactory

I am impressed by Rob's flexibility to meet the changing business needs at the time. We have a lot of competing goals, and he does a great job keep up with them

OVERALL PERFORMANCE*

○ Exemplary

◉ Strong

○ Satisfactory

○ Opportunity for Improvement

○ Unsatisfactory

Rob is a strong example of a well rounded developer that cares about the craftsmanship of build software, cares about everyone at Anvl, and cares about how our software affects the working lives of our customers. The software he writes both meets the requirements and is solid software. Having Rob on the team has been and continues to be a pleasure.

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 shows up and contributes to these meetings. He asks good questions that generate a lot of ideas, and does a great job keeping our workload organized

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's feedback in pull requests is both throughout and helpful. I appreciate how well Rob knows the best way to make a point (tagging someone in a card vs. a one off conversation)

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

The code Rob writes, runs without error, has tests to prove it works, and is easy to maintain. His refactoring works has made the code base better. I was impressed with his design change that simplified timing out an assignment based on the timeout of the workflow. Moving that logic into the gateway was outstanding!

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 has worked on every feature we shipped in the first half of this year. Every piece he shipped has worked so well, that our QA "muscle" had become weak when the Live Feed extract shipped.

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 has a positive effect on the sprint velocity beyond his personal velocity. He helps others work smarter.

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

The number of defects Rob produces is outstanding! Everything he ships just works. We only had three "dot one" releases across all our projects in the first half of 2024. With weekly releases that is amazing.

ADDITIONAL FEEDBACK

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

I sleep better at night knowing Rob is on the team. It has been fun working with Rob, and fun watching him grow his skillsets.

GOALS

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

1. Continue your work at the design level. Adding design level artifacts to the Trello cards. Break down cards so that they could be handed off to a junior engineer
2. Learn about the architecture of Mobilize and Anvl Vision