

Medium

Cersei Lannister

Principal Engineer

1

Date Span

2

Current level

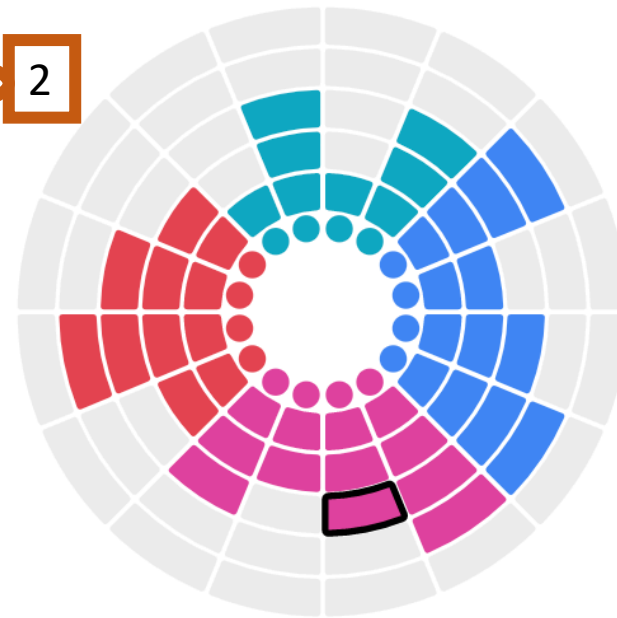
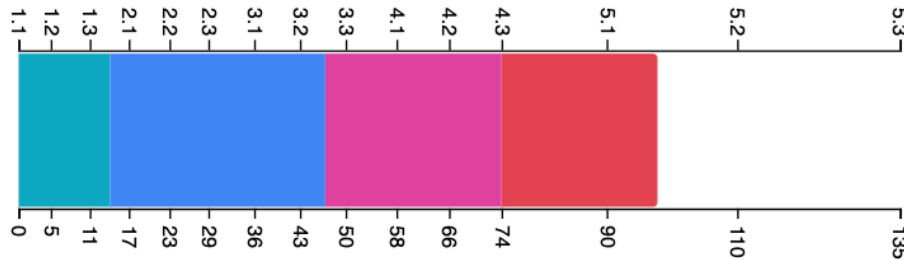
5.1

Total points

98

Points to next level

12



Client Requirements

- 1) This existing span should be converted to a text box where an admin user can manually edit the users title (regular user cannot edit)
- 2) Add a span where the user can select previously submitted review scores that will render a specific state object.
 - a) TODO: Group review date by month or other client defined milestone (Example: Even if there are 20 review changes in May, the previous review span would only have May 2019 as an option).
- 3) Competencies will display of the averages of the scores of all of their proficiencies but clicking them will not change the graph directly.

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Date Span

Current level

4

Total points

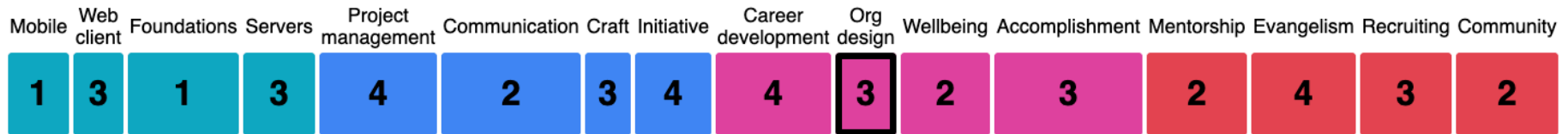
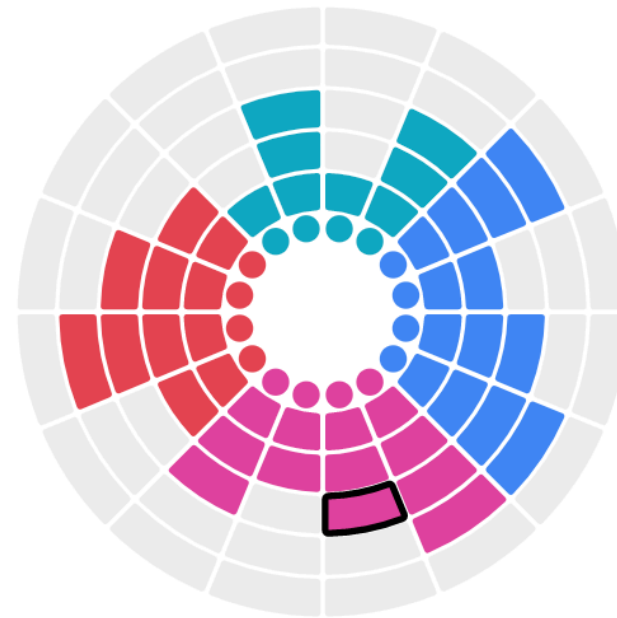
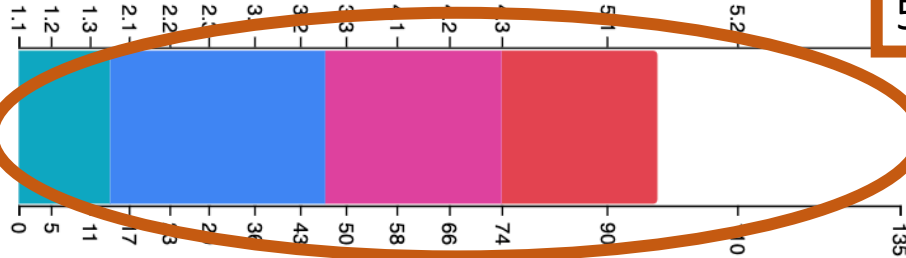
98

Points to next level

12

5.1

5



Client Requirements

- 4) Current level will be calculated with a conditional statement.
 - a) Example: If total points ≥ 100 && total points < 200 , Current level = 1
 - b) TODO: Provide functionality for the admin user to change the point thresholds for a given level
- 5) Thermometer will be a graphical representation of the total points within a specific proficiency. Adjust the scale down to 4 levels.
 - a) TODO: Provide functionality for the admin user to change the number of total points needed to reach a new level.

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Current level

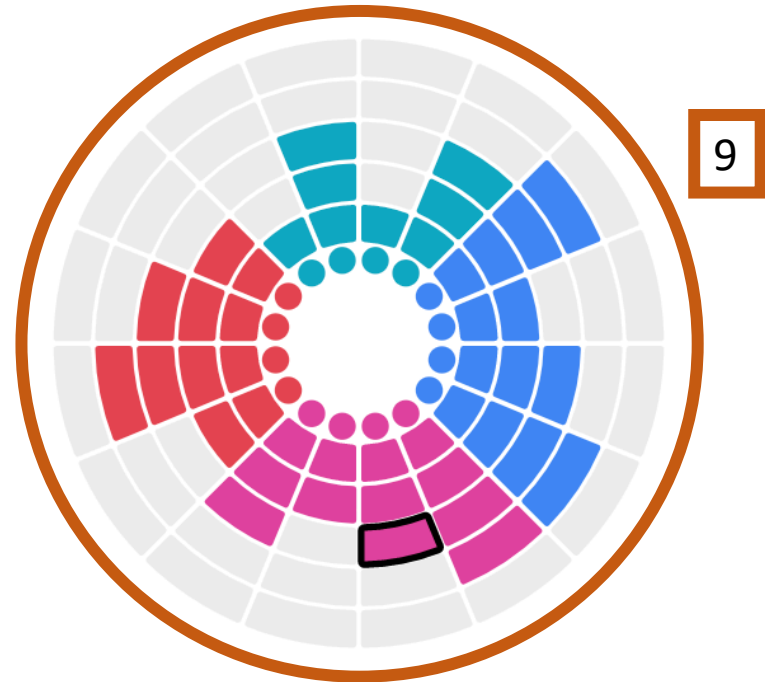
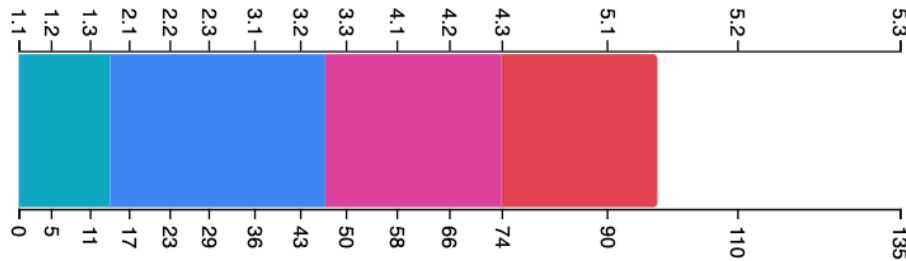
5.1

Total points

98

Points to next level

12



Proficiencies



8 Competencies

Client Requirements

9) Clicking on a level in the proficiency “pie” will open the specific “competency” at the bottom of the page and will change the “score” both on the graph and in with in the proficiency score detail section.

10) Competencies render the average of their proficiencies



4	= 10 Points
3	= 6 Points
2	= 3 Points
1	= 1 Point
0	= 0 Points

13

Client Requirements

- 11) The number inside the selected proficiency matches the score selected
- 12) Proficiency description is visible for all selected score levels
- 13) The points (that contribute to the “total points” value [see #6]) are different from the score and accumulate as the score increases.
 - a) TODO: Make the point values assigned to a specific score scalable and editable from an admin interface.
 - b) TODO: Implement a method that would allow additional priority (or weight) to be applied to specific proficiencies dynamically from an admin interface.
 - c) TODO: An admin user should be able to easily increase the possible score (from an admin interface) for a proficiency but the increase in score would apply to all proficiencies
 - d) TODO: An increase in score would also increase the number of rings in the circle (nightingale) graph.
 - i. Example: If the top score was increased to 10, the graph would have 10 rings.

Communication

Shares the right amount of information with the right people, at the right time, and listens effectively

5	Influences outcomes at the highest level, moves beyond mere broadcasting, and sets best practices for others	14
4	Example behaviors:	
3	<ul style="list-style-type: none">• Defines processes for clear communication for the entire team• Shares the right amount of information with the right people, at the right time• Develops and delivers plans to execs, the board, and outside investors	
2	Example tasks:	
1	<ul style="list-style-type: none">• Organized half year check-in company offsite• Created the communication plan for a large organizational change• Presented to the board about key company metrics and projects	
0		

Client Requirements

14) Score descriptions (including example tasks and behaviors) will change as the score changes

- TODO: Have a simple method where an admin can edit the text descriptions as needed from an admin interface or by uploading an edited file.

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Current level

5.3

Total points

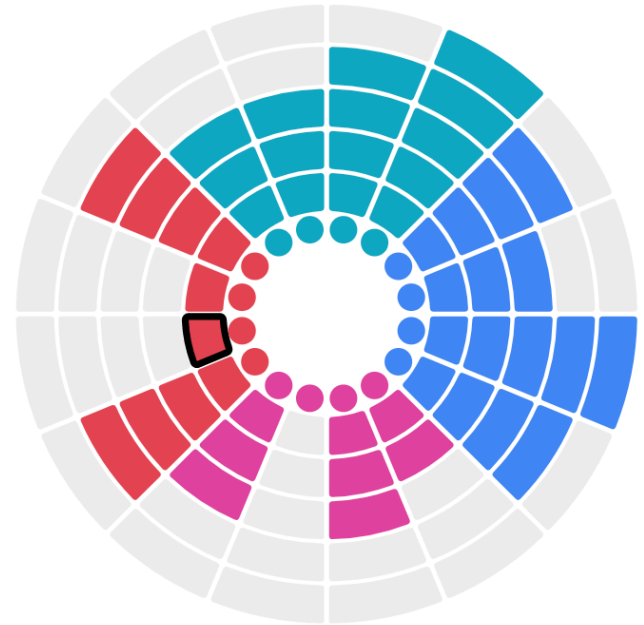
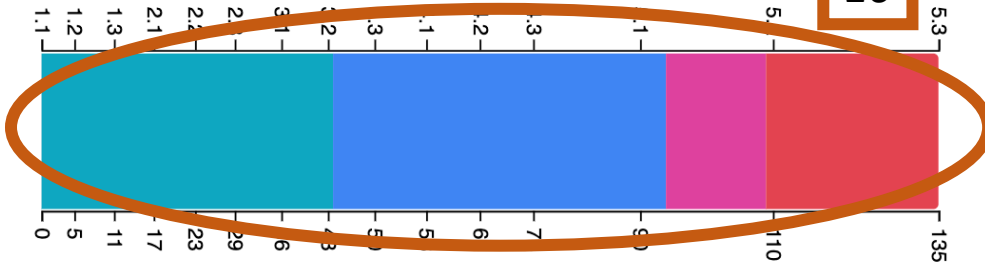
135

Points to next level

N/A

15

16



Client Requirements

15) It is not required to max out all points to achieve the highest level.

- a) TODO: Once the total points value triggers the current level to change to the highest level possible, the points to next level should switch to "N/A" (Total points can continue to increment as proficiency scores continue to increase).

16) Thermometer will show point levels and visually represent the progress towards reaching goal and the proportions of the goal made up by each proficiency.