

Overall

Manager Overall Evaluation

Comment: This has been another strong year for you. You have consistently been a key contributor, delivering high-quality code, providing valuable support, and sharing your domain expertise with the team.

Your ability to stay focused and maintain a high velocity of work has been crucial to our success. Even when challenges arose and the team's productivity fluctuated, you remained a driving force, pushing us forward and ensuring we met our commitments. Your willingness to challenge senior engineers, voice your opinions, and introduce fresh ideas has had a positive impact, often leading us to reevaluate our approaches for the betterment of both the product and the team.

A key goal for you this past year was to strengthen your code review process by taking a more thoughtful and deliberate approach before submitting reviews. I have seen significant improvement in this area, and I appreciate the effort you have put in. Continue refining this skill by broadening your thought process and ensuring the highest level of quality in every piece of work you deliver.

Looking ahead, I encourage you to keep up the momentum. Your contributions to the Axon team have been invaluable, and I have no doubt that you will be an asset to the WOPr team as well. Maintain your high velocity of deliveries, provide timely support, and continue bringing your experience and insights to every discussion.

It has been a pleasure working with you, and I look forward to seeing your continued growth and impact.

Team Member Overall Evaluation

Comment: 2024 at Target has been a highly productive and insightful year. This year has provided many learning opportunities as I took on new challenges, contributed to key initiatives, and expanded my technical skill set. One of the biggest hurdles this year was the modernization of our legacy framework. With the team managing three different frameworks in production—FPC, Axon-V1, and Axon-V2—onboarding Axon-V2 introduced both complexity and learning opportunities. Throughout this process, I gained valuable skills, including:

- Unit and functional testing practices using Groovy
- Utilizing team code libraries effectively
- Working with MongoDB as a service

Beyond technical growth, my contributions positively impacted the team in several ways:

- Technical roadmaps & story planning – Actively contributed to shaping our modernization efforts.
- Increased testing & code quality – Advocated for best practices and improved test coverage.
- Application & code consistency – Helped establish and maintain coding standards.

This year, I also participated in Innovation Week, where I:

- Collaborated in a team of three
- Took part in planning & brainstorming sessions
- Gathered and analyzed data to assess feasibility
- Compared the cost of proposed solutions
- Documented findings for future reference
- Presented a demo to the team

At the start of 2024, my goals were to:

- Contribute to the team's technical roadmap
- Implement design patterns for testable & maintainable code
- Advocate for improvements that enhance team efficiency

Looking back, I believe I successfully met these goals—and possibly exceeded them.

As I move into 2025, I want to continue building on this progress by:

- Contribute to making services more resilient & fault-tolerant.
- Work closely with product managers to better align technical decisions with business goals.
- Take ownership of key initiatives & architecture decisions
- Present technical ideas more effectively

Acknowledgement

Employee

Entered by: Ashwood, Abdul

Date:

Status: I acknowledge

Comment: