* Helped complete the onboarding process of a number of new RevSpring Webview clients, working with Account Managers, project managers and technical teams to complete the payment portals based on client specs. Took the lead on completing several of these while John was busy taking on more and more managment on Obsidian.  Client Portals:  BHR, CBCSI, ACS, CRSC, FAS, TC, NRS, NRS Bad Debt, Marcam, CSI, SYN, NES, Lourdes.  This helped in an essential process of getting new clients live and making payments, thus bringing in revenue.  Also met a goal John and I talked about:  Do all I can to get these projects onboarded on time and help meet the four per month team goal.
* Worked with several more junior Webview team members to help solve problems and keep them on track on their own projects.
* Worked directly with Carol to update several critical Accretive payment / posting reports, participated in client meetings, spoke directly with managers at Accretive to assure them that we are taking their needs into consideration and doing all we can do to get them what they require.  Was submitted for REvvy for this.
* Completed quite a few Best Track maintenance tickets as well as several GE enhancements.  Created a schedule summary section for webview that was later requested by PMs and used on several client portals.
* Helped with the Mac / developer environment setup for several other developers and QA including Christina, Priya, Caleb and Addy.
* Started assisting with Obsidian development tasks in May, did extensive work with the team and a lot of extra hours to help reach critical milestones on the project (which has very high visibility company-wide and is of very high importance to long term company goals).  Completed essential features on the new platform in both the UI as well as the Payment Manager back end. This experience, study, and learning has helped extensively in my own development as a full-stack web application developer.  Met the goal John and I talked about to do everything I can to help get the project ready for demos and client go-live.
* Some of the features in Obisidian I implemented or added to:  Refund popup and dynamic status, Payment plans table dropdown and edit popup, Accounts table, Terms and Conditions popup, signature box and payment terms, negotiator popup and dynamic status, payment plan / schedule delete confirmation, payment history drop-down admin and client side, dynamic account columns including drop down list, Payment Plan months input, Convenience fee display.
* A few Payment Manager updates:  Payment plans editing, Schedule edit, Ruby Object dynamic extension, and quite a few bug fixes.
* The above hopefully did my share to help make the team look good to management and create an image of our team as highly productive, innovative, strong expertise and on-the-ball.
* Talked with John about ways I can be developing my career as I work towards becoming a senior dev. He discussed outside of work reading, study and projects as being a key aspect.  As such, I have taken on a number of study projects, read in about 10 books, and taken on a couple of big web application projects for my own study and experience.
* Note:  I have a fairly extensive work log for 2014, if more details are desired.
* I feel I did a fairly good job in developing my expertise last year, in both Webview and Obsidian as well as supporting technologies, through both work time as well as outside of work study time and projects.  My long term goal is, and has been to work hard towards becoming a senior dev.  I would have liked about 20% more progress towards these goals, and did not complete all that I had imagined completing.  What I had intended to do or do more of:  TDD, lunch and learn presentations, system architecting knowledge, a more extensive Rabbit MQ project (did just a small-ish demo), a bigger MongoDB / Mongoose project.  I only achieved about 25% of what I had wanted in TDD but I am slowly biting the bullet on this, especially this month (Jan 2015).  I did not get nearly as far in "Clean Code" as I wanted, nor "Secrets of the Javascript Ninja".  There were lots of books on the shared drive I wanted to check into  and tutorials online that there was no time for.
* I had to adjust my goals mid-year as I realized it is just not reasonable to be an expert at everything, and that teamwork is more important than constantly trying to prove you are the most knowledgable and skilled person on the team (and that that is not the goal).  This took a big paradigm shift as I let go some of my old ways and embraced teamwork collaboration in a new way. I started to think of the team as an orchestra - each person has their part to play, their own expertise and that individual strengths needed to be synchronized in a harmonious way so that the whole becomes greater than the sum of it's parts.  My teamwork connecting and social relating is clearly different than some of my other team members and I was at times disappointed in my results in connecting with people - because I knew I could do better.  Spent a lot of effort working on this.
* I had hoped to work on presentation skills via lunch and learns, but was not able to complete this process in time for a presentation.  I felt project development tasks had to take priority.
* It was dissapointing to lose some key people this year (and late 2013), and I think there were a number of factors that went into this, both inside and outside of the control of the team.  But I thought it was great how everyone pulled together to keep the project going after.
* When I first started working here, and at several points over last year, the possibility of working from home one day a week was discussed. I was a little dissapointed that this did not seem to come to fruition.
* As with any learning process, there were various points where I could have imagined completing things faster, better, or with more team collaboration and input.  It is these areas that I just keep striving to grow and become better.
* I do feel that there is some room for improvement in our development process as a team and we had too much un-doing of each others work as well as lack of communication and pre-planning on design.  This might have saved us a fair amount of extra time and effort, and re-work.  I might have contributed more ideas to help this, and spent more time with other developers - areas to work on this year.
* of extra time and effort, and re-work.
* New skills or competencies: Angular, Javascript, MongoDB, Node, Express, Mongoose, RSPEC, Foundation, responsive design, Ruby, routing, Web Services API, Postman, Capybara, VIM (a bit), Emerge architecture

* Important experience I've gained: (see above)

* Relationships I've built that aid my productive capability: Account managers, Project managers, fellow developers, mentoring by senior devs (John, Bruce, Michael, Rick, several senior people outside of work).  In 2015, I want to do more to develop this by participating in industry groups such as Ruby, Javascript, Node, Scrum, Agile, etc.  I want to spend more time pair programming and interacting with other developers about my ideas, theories and work.  I put together a fun programming contest in early 2014 and want to do that again this year.  I have taken on a couple real-world projects outside of work to help in my development, including volunteering to create an election website for a candidate for Scottsdale City Council.  These projects allow me to take a leadership role in working with non-technical people on projects that meet some of their important goals.
* Next year or two:  Become a senior dev and expert in creating web applications (full stack) using Rails and MEAN stack, with related frameworks.  Improve my UI design skills and artistic sense, and especially UX / usability.  Become more knowledgable about responsive design and TDD plus application of technology to help solve business problems and meet crucial business goals.  Also improve my system architecting and data-modeling skills and experience to create more robust, efficient, and effective designs.  Get good at writing really CLEAN, highly readable code, that is so DRY you get red-eye just by reading it!  Get more creative and visual in my code design skills. Improve my workflow via VIM and related tools.

* Five years: Hmmm, TBD.  Need to think about this more....  Perhaps get a master's degree in computer science.

* Top job I aspire to: Director of Software Development (say 5 to 7 years from now).  Want to at least explore this possibility over the next 5 years as I am not unknowing of some of the pros and cons of going into management.  If not this, be a top level technology consultant.
* Questions/Concerns: Obviously, I appreciate the feedback to help me stay on track and making good progress, and to get a realistic picture of how much / fast I am progressing.  Some ideas that have come to mind over the last year:  Would the team do better with more pre-planning on work, such as doing design sessions or pair designing before we all jump into tasks?  Would it be helpful to have better naming conventions and coding standards / guidelines?  Code reviews?  Following the Agile process a bit more?  Or are we doing all we can do?  What more can I do or need to do that I am not seeing?  From your perspective, what are my best strengths and biggest weaknesses?  How would you rate my progress over the last year on a scale of 1 to 10?

* Barriers to me doing a better job: Hours in the day, ie I could use about 28 of them.  I am working on ways to work smarter and improve mental stamina and concentration / energy level.  I don't see this as a problem per se, but could always make it better.

* Things you can do to help me: Meet with me one on one once a month to discuss anything and everything, help in crafting better goals, keep suggesting ways to grow and what to focus my time on, as you have been doing a great job of.

I really value the great opportunities that I have been a part of here over the last year, the great teamwork / work environment, and the huge opportunities to learn and grow.  It has felt awesome to be making key contributions on critical projects to the company and to be working with so many smart, talented people in the process.  I have learned a lot and look forward to taking things to the next level this year - growing my career, industry knowledge, and productivity in the process.  Quite simply, I love what I do!  When I look back at where I was in January of last year, I see a significant increase in knowledge and experience that hopefully allows me to take on a lot harder tasks and responsibility.