**Goals**

1. Develop Code

No. of additional roles/responsibilities taken

Ans:

1. Adherence to standards in developing code

Following Test Driven Approach with coding standards, Peer review.

Ans:

1. Defect Management

Working on defects and involved in SWAT call.

Ans:

1. Personal Development

Status Reporting

Number of Certifications

No. of additional roles/responsibilities taken

Project level initiatives / Effective contribution in internal activities

Ans:

**Attributes**

Analytical Ability

Ability to make systematic and rational judgments based on relevant information.

1. Analyzing the user story by making systematic judgments while doing sprint planning.

2. Analysed the situations to best extent.

3. As required in the project, requirements are studied

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Coaching

Ability of an individual to facilitate the continuous development of individual and organizational competencies, developing others' potential through the sharing of expertise and providing timely feedback

1. Giving timely detailed feedback in form of WSR and it is shared with team as well.

2. Also T-Factor helps everyone to improve their skills as per their convenient time.

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Communication

Capability of an individual to convey the right information and influence others towards desired action either verbally or by written means

1. Effectively interacting with onshore clients and doing my work.

2. Provided code walk through to the onshore Architecture of my developed code.

3. Effectively attending Dev meetings and sprint planning meeting.

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Continual Learning

Attitude to continuously seek knowledge to enhance one's professional growth and performance

1. Working on new technologies like DevOps, Test Driven Development, Spring micro services, RESTful services, GIT HUB, Jenkins and IntelliJ IDEA.

2. Now as per current changes in system we are following JIRA and BDD process.

3. Aslo completed AWS fundamental training.

4. Now T-Factor helps a lot to achieve this attributes.

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Customer Focus

The ability to service customer requirements while focusing on customer delight, to collaborate with existing customers to add value to business relationship and sense new business opportunity by exploring and satisfying market demands.

1. As a part of agile process always focusing on discovering customer need and provide them the effective service and solutions

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Diversity Management

Understands, supports and promotes the worth of individual and group differences. Is able to leverage differences in thinking styles, gender, race, cultural-orientation etc. for greater organizational performance.

* SK

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Functional Excellence

Identifies the problem by understands its nature and its component parts and the relation between them. Generates timely and well developed solution to addresses the problem. Able to apply solutions across varied problems using functional knowledge and logical conclusions. Learn and Use Knowledge for business Innovation. Challenge measures/processes for operational excellence

* SK

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Initiative / Proactiveness

Takes action to meet work-related objectives without being asked or required to do so. Seeks out and willingly undertakes new challenges, responsibilities / assignments.

1. Accepting new challenges and completing it on time.

2. Proactively doing code reviews and peer reviews.

3. Started participating in TCS activities.

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Innovation and Creativity

Ability of an individual to provide an original solution by using various tools and techniques and constantly questioning the status quo

1. Worked on one improving application performance user story. It is BPM inbox story, previously customer data gets processed at third party service call and it was taking more time to load the customer profiles on browser.

2. I worked on it and added that process logic into the application itself which results in improving customer profile loading time from 4 second to 1.6 second.

3. Provided correction in process by suggesting BA and testing team filter when we are receiving defects.

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Interpersonal Effectiveness

Communicates with other team members from diverse background in an effective manner .Influences and motivates the team. Creates an empowering climate. Projects an inspiring presence collaborators by fostering a network of committed community

Yes this time get change to involved with the other team members during furlaugh duration and we have

. . .

Leadership

Ability to inspire self and others towards establishing and achieving group goals by providing a clear vision, positive attitude towards work and fostering a healthy team spirit.

* SK

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Taking Ownership

Accountable for integrity systems, coherence of strategic choice and wisdom of policies/ accountability for results and tasks.

* SK

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Team Skill

It is the ability of an individual to create an environment of trust and cooperation through an open exchange of ideas towards achieving team goals.

1. Maintained good team relation and environment in the team.

2. Effectively participating in to the team activities.

1. good team player.

2. Maintained good team relation and environment in the team.

3. Has helped the peers as and when required.

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Values / Conduct

Makes decisions and takes action which is consistent with the company's core values and with the principles enshrined in our code of conduct. In the pursuit of results, acts with a high degree of integrity and responsibility

1. Analyzing the stories and task before DSM, Sprint planning to achieve its goals appropriately.

2. Maintained office timings.