**Goal Category: individual Goals**

**Goal\_6: Technical Expertise (Customer Focus Perspective)**

**Goal Statement:**

1. Capable of applying industry standard coding best practices

**Measuring Criteria i.e., Milestone Success Measure**

* Knowledge, and understanding about industry best practices in testing, script development etc as applicable.

**Period of Measure**

* 1st January 2023 to 31st March 2024

**Self-Rating:**

* 4

**Employee Comments:**

* Adhered to the highest coding standards and naming conventions, ensuring that scripts are meeting the industry standards or not.

**Goal Set:**

1. Writing effective code, code optimization, refactoring, and quality.

**Measurement Criteria:**

* Demonstrate logical and creative thinking in script development and implementing appropriate logics by applying applicable best industry standards as needed.
* Ability to troubleshoot and identify the root causes and help fix issues.

**Employee Comments:**

* Implemented optimization and refactoring techniques (functions) to enhance script quality.
* Refactoring test case document for better quality
* Identified the root causes for customer escalation issue and helped developer to fix the problem.

**Goal Set:**

1. Capable of capturing project requirements and converting them into high-level technical designs.

**Measurement Criteria:**

* Demonstrating of understanding the technologies, architectures used in the application and including them in the test scenarios identified and designing appropriate testing environment etc.

**Employee Comments:**

* Capably captures project NFR's and translates them into high-level technical designs and show casing in the documents.

**Goal Set:**

1. Ability to learn and implement new technologies, tools or advancements quickly as per project demand.

**Measurement Criteria:**

* Learning and adopting new tools/technologies quickly, as needed in the respective projects.

**Employee Comments:**

* Pro-actively learned and implemented new technologies for project needs.
  1. JMeter
  2. Postman
  3. Selenium
  4. Neoload