Forms response chart. Question title: What is your role in Space Chimp
. Number of responses: 5 responses.

Forms response chart. Question title: You have seen me grow within my role in the last year?
. Number of responses: 5 responses.

**What can I do to continue this growth?**

|  |
| --- |
| Responses |
| aws |
| Increase confidence in oneself in critique code. Never be satisfied of mediocracy or lazy coding practices. Call it out no matter the seniority. |
| AWS skills practice and more exposure to larger projects |
| Continue coming up with ideas and implementing them. Try to give more inputs to improve the existing architecture or system, bringing in fresh ideas. Colloborate more with others within and outside the team. Try to interact with different disciplines. Like Test, BA. this will help you understand requirements more clearly, and sharpen your domain knowledge |
| Don't know |

Forms response chart. Question title: I communicate well during tasks/meetings?
. Number of responses: 5 responses.

Forms response chart. Question title: My communication skills have improved since starting my role?
. Number of responses: 5 responses.

**What can I do to improve how I communicate in the future?**

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| --- |
| Responses |
| contribute a little more during meetings such as retro |
| Your domain knowledge is really what is holding you back from contributing effectively. Only time can help improve on this as you become more confident to question or offer alternative approaches in meetings. In smaller meetings you do speakout at the coding level but in general meetings your silence gives me the impression that not all is understood. The same goes to QA members. Even saying "I like that approach" or "yes i get that now" and "I see why we would want to do that" is very good feedback to the room. When something is not understood - force the speaker to repeat and repeat until it makes sense for the entire room. You won't be the only person in the dark that is for sure as the domain knowledge is challenging. |
| A little slow to stand up and express views. |
| Continue communicating and interacting with people withing and outside the team. Take more proactive approach in informing others of anything you find, and investigating. |
| I suspect you are a naturally quiet, reflective sort of person. If people ask you to be more assertive etc all the time, that wouldn't play to your strengths, so be yourself |

Forms response chart. Question title: Is there a time where I showed leadership qualities when working together (big or small)?
. Number of responses: 5 responses.

**If yes to the above, what was it and what went well?**

|  |
| --- |
| Responses |
| You have a better command at javascript compared with your peer and it is quite visible that you take ownership and direction to solve issues together. Your confidence in tackling the newer version of INT-GEL library shows leadership of making decisions at the coding level and getting it to work. You have taken Fabrizio under your mentorship without knowing it and you seem to have enjoyed the process. |
| ReactJS solution for off product inspector. Great feedback from other developers both senior and junior. |
| Working on off product inspector with little guidance. Leading your teammate, when senior teammate was on leave and delivering quality releases. |
| You lead the daily stand-ups when its your turn |

**What improvements/changes could I make to help yourself?**

|  |
| --- |
| Responses |
| not sure |
| Defo slow down. You should fail early and refactor before moving on to another ticket. You should critique your own code along with the tests. Can it be done better? Is the test maintainable? Does it read well? Can it be more optimised? Is it over engineering? then decide to finish the ticket. So even when a ticket is handed over to QA - take the time to reflect and say can I do better? The art of software engineering is to write LESS code and be able to back your decision to argue for less code. |
| more input in meetings and team events, we want to hear more from Oli |
| As previously said, collaborate with different disciplines. Adding more onto that, try to connect to people from other teams that may or may not have any relation with your current team. Connect with other iplayer teams, see how they work. You may learn something new everytime you connect with others. |
| Contribute more in Slack when you have something to say |

**Forms response chart. Question title: Out of 10 how was this questionairre?
. Number of responses: 5 responses.**