

# Developer Performance Review Template

Name:

Position:

Review Period:

Reviewer:

## **I. Technical Skills and Knowledge:**

### **Technical Proficiency:**

- Rate the developer's proficiency in relevant programming languages, frameworks, and technologies.

### **Code Quality:**

- Evaluate the quality of code produced by the developer.
- Consider factors such as readability, maintainability, and adherence to coding standards.

### **Problem Solving:**

- Assess the developer's ability to analyze and solve complex technical problems.
- Provide examples of challenges faced and the effectiveness of the solutions proposed.

## **II. Project Contribution:**

### **Project Management:**

- Evaluate the developer's ability to manage tasks, meet deadlines, and contribute to project milestones.
- Consider their effectiveness in prioritizing and organizing work.

### **Feature Development:**

- Assess the developer's contributions to the development of features for the ISM tool.
- Highlight specific features or modules worked on and their impact on the project.

### **III. Collaboration and Communication:**

#### **Team Collaboration:**

- Evaluate the developer's ability to work collaboratively within the team.
- Consider their communication, cooperation, and willingness to assist colleagues.

#### **Communication Skills:**

- Assess the effectiveness of the developer's communication, both written and verbal.
- Consider their ability to convey complex technical concepts to non-technical stakeholders.

### **IV. Initiative and Problem Resolution:**

#### **Initiative:**

- Assess the developer's willingness to take initiative and contribute beyond assigned tasks.
- Highlight instances where the developer demonstrated proactivity.

#### **Problem Resolution:**

- Evaluate the developer's ability to identify and resolve issues.
- Consider their approach to problem-solving and the impact of their solutions.

### **V. Professional Development:**

#### **Learning and Growth:**

- Assess the developer's commitment to continuous learning and professional development.
- Consider any new skills acquired or certifications earned during the review period.

### **VI. Overall Performance:**

#### **Overall Performance Rating:**

- Provide an overall rating for the developer's performance during the review period.
- Include comments on strengths, areas for improvement, and future development goals.

## **VII. Goals and Development Plan:**

### **Development Goals:**

- Collaboratively set specific and measurable goals for the upcoming period.
- Identify areas for improvement and outline a plan for achieving those goals.

**Employee's Self-Assessment (Optional):**

Allow the developer to provide a self-assessment of their performance.

Encourage them to reflect on achievements, challenges faced, and areas for improvement.

**Signatures:****Employee:****Manager/Reviewer:****Date:**