

SELF CHECKUP REPORT FOR AARON KORVER, COMPLETED ON: DEC 10, 2009

Top Line Summary

Probability of re-hire:	Overall performance:
93%	93%
The probability of rehiring or advising to rehire AARON KORVER by the surveyed individuals is 93%	AARON KORVER averages 93% among respondents who answered the question, "How would you rate AARON KORVER's overall performance?"

Strengths/Accomplishments/Improvement

TOP 3 STRENGTHS*

SIGNIFICANT ACCOMPLISHMENTS

TOP 3 AREAS OF IMPROVEMENT*

Your view

Thinking outside the box
Solving really hard problems
Mentoring others

Transforming how companies do their work.

Learning politics
Increasing my patients
Increasing my knowledge on cloud computing

Others view

1) No matter where Aaron is, he is always trying to make things better than they are.
2) He is extremely competent and skilled in software development.
3) Probably the best team player I've ever worked with.

Aaron worked on many complicated functional area in our Advanced Common Component toolset and was an important part of the team to successfully implement this toolset.

1 - Thinking about the political consequences of what he says and to whom
2 - Being more political in how he disagrees with co-workers when their ideas to not merge with his.

His knowledge of technology and his ability to always be learning.

Aaron was able to introduce some concepts of agile development into an environment that was extremely hostile to change.

1) Could also be a strength, but Aaron is a little on the stubborn side.

I don't really see a whole lot of weaknesses in Aaron professionally, unless you need him to be at work by 6am. He's very solid all around.

Creative thinking in IT
Thorough
Quick learning skills

He helped come up with and implement several innovative new features on a project we both worked on. In addition, he helped create the framework for the entire product that provided for a tremendous amount of flexibility and creativity in design.

There is one area of improvement that I can think of for Aaron. Aaron needs to have better handling on giving up some of the best practices due to external constraints that we have no control over so that the project can be successful.

1) Aaron keeps abreast of current technology.
2) Aaron always explore outside of his comfort zone to look for the

While at IFMC, he was able to take a strictly waterfall development shop, and turn them on to an agile methodology. This is something I

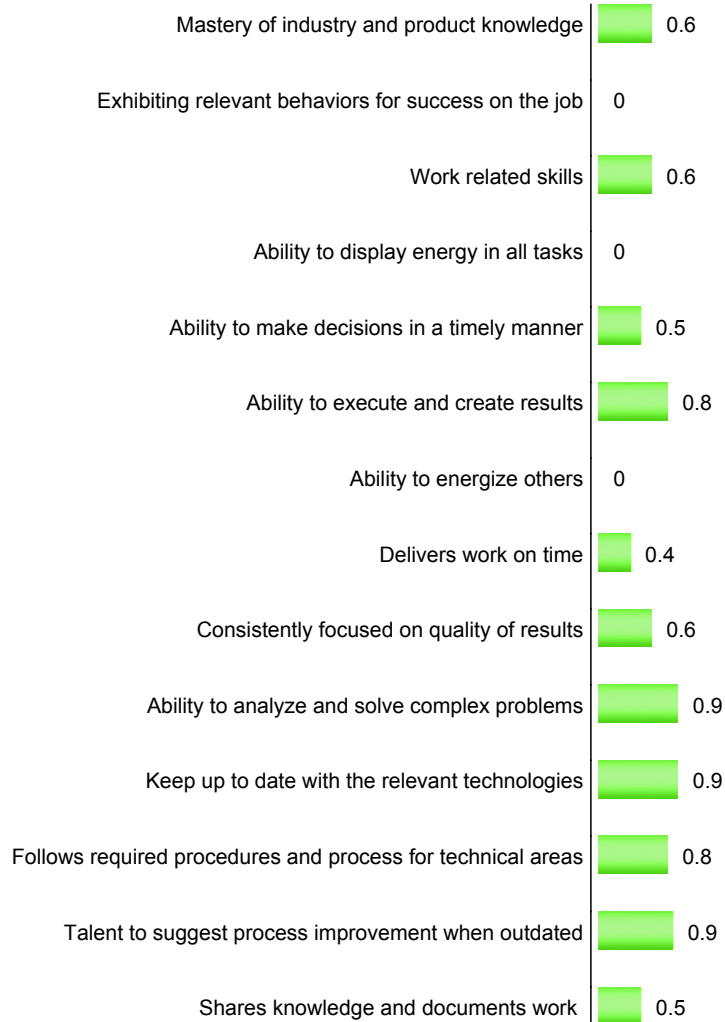
Aaron could improve his ability to sell his ideas to others. It is one thing to have a good idea and another thing to convince others

best solution to the problem. 3) Aaron has strong problem solving and analytical skills. 4) Aaron always share knowledge with others.	never would have thought could happen.	that it is a good idea.
1) Technology knowledge and speed of acquiring that knowledge. 2) Team inclusion and mentoring. 3) Communication skills, both verbal and written.	Tangible: Automated release process and release coordination. Intangible : Grassroots group challenging/questioning the status quo for the betterment of the organization.	managing his emotions respectful of fellow workers, when not meeting his expectations leadership and communication skills
1) Wide breath of technical knowledge and ability to learn more. 2) Ability to set up test case to discovery/find/understand quirky issues. 3) Ability to look at issues from a different perspective.	ability to change and improve the distributed development environment	1) Do not rely on guerilla / grassroots movement to instigate change. Improve skills in 'handling' management 2) See #1 3) See #2
1 - Technical knowledge 2 - Ability to describe technical ideas/functions in non-technical term for business users 3 - Ability to think outside the box and brainstorm solutions for complicated issues/situations	Aaron helped to build a collection application that is still being used heavily at the company. The application is so good that other departments in the company would like integrate their system with the collection application.	1) Not everyone understands or appreciates Aaron's approach to resolving issues!
He is great at identifying & providing solutions for root-cause problems. He is honest & direct while still being tactful & respectful He has a keen ability to look at problems in new ways which allows him to innovate & take measured risks with huge gain.	Aaron brought in Subversion, Hudson and Jira to improve the application development process.	Work on developing his sense for when a soft hand is better than a direct one Minimizing visible frustration when dealing with colleagues Work with peers to help them with challenges even when it would be more efficient to solve the problem himself

* Can be more than 3, as it lists all the answers given by all respondents.

Do You Perceive Yourself Accurately?

← You're too generous You're too conservative →




-6

0

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← You're too generous You're too conservative →

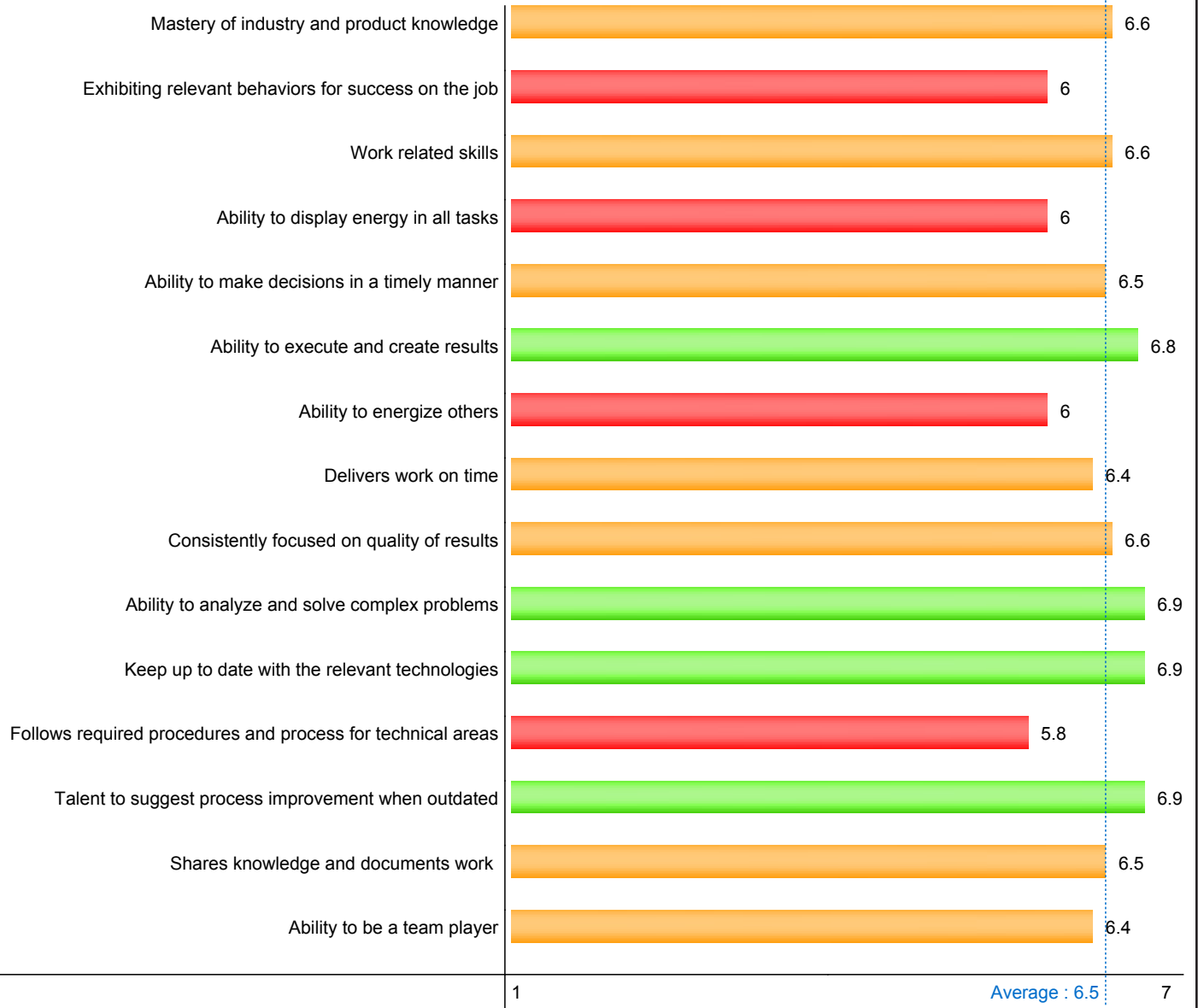
Ability to be a team player  0.4

-6

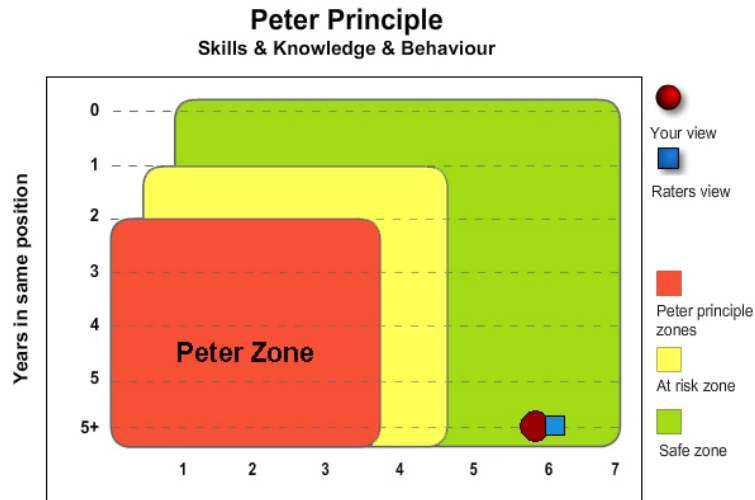
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Specific Relative Ranking



Peter Principle Zone



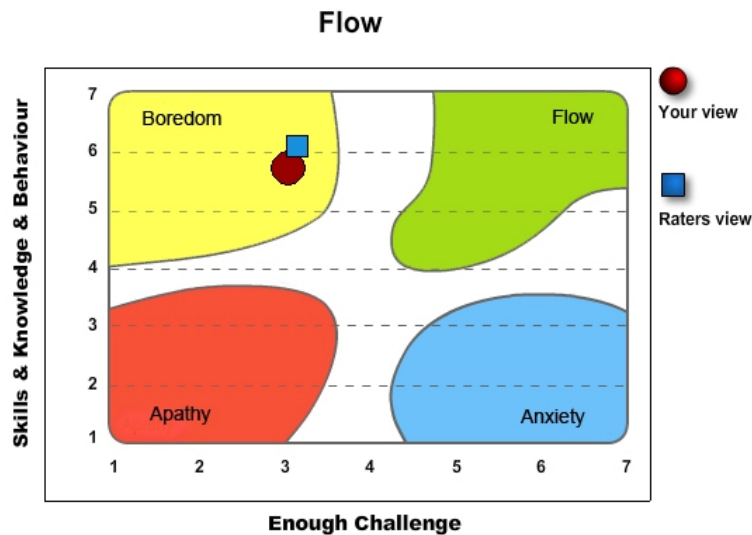
The horizontal axis is the average of the 3 questions asked about your work-related skills, industry knowledge, and work behavior. A temporary stretch in your skills and knowledge is often good, and often the case while newly promoted. If it persists, the Peter Principle probably applies to you and you should consider looking for a new position.

Checkster Promotability Gauge



Job Flow Potential

A perfect job fit and the ability to enjoy what you are doing is a balance between skills and challenge. This balance will put you in an optimal situation to reach what psychologist Mihaly Csikszentmihaly calls "the flow". The flow is a state of complete immersion, characterized by a feeling of energized focus and full involvement. It is fertile ground for creating an optimal work experience and for maximizing your job satisfaction.



4 E's of Leadership

Answer the question: Does Aaron Korver have the 4 E's of Leadership?

Jack Welch popularized the concept of 4 E's used at GE for many years as a simple sign to see if you have what it takes to be a good leader.

- The first E is energy. It means high level of personal energy. It is when people love to work hard.
- The second E is the ability to energize others. People who energize others can inspire their team and enjoy doing it.
- The third E is edge. It is the courage to make tough yes-or-no decisions. It is to have the guts, without having all the information, to stop assessing and make a difficult call.
- The fourth E is execute. It is the ability to get the job done. It means a person knows how to put decisions into action and push them to completion, through resistance, chaos, or unexpected obstacles. People who can execute know that it is all about results.

