Appraisal Questionaire:

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| Q1. How have I consistently demonstrated the expected behaviours throughout the year taking into consideration:  • Our behaviours - Create Opportunities, Deliver What Matters, and Succeed Together (for everyone and applicable from April 2022) • ICARE values & Code of Conduct (for everyone) • Sound risk management (for everyone) |

* Our behaviours describe ‘how’ we work together to realise our purpose and strategy. Guided by our Values and Code of Conduct, we CREATE opportunities, DELIVER what matters and succeed TOGETHER. (See Comments/Notes for details)
* CREAE Opportunity • DELIVER what matters • Succeed TOGETHER

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| Q2. What are the key achievements, outcomes and results I have delivered this year? (Describe at least 3-4 key outcomes delivered in balanced way across all WHAT objectives, including sound risk management. Remember to account for your personal contribution to the success of your team, ANZ and our customers).   |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | [Squad project delivery](https://hcin.fa.ap1.oraclecloud.com/hcmUI/faces/FndOverview?macKey=9XnH4tAS4wDPbQ%2BR&_afrLoop=4600086337724406&_afrWindowMode=0&_afrWindowId=null&_adf.ctrl-state=12bzfa2i5e_335&_afrFS=16&_afrMT=screen&_afrMFW=1280&_afrMFH=520&_afrMFDW=1280&_afrMFDH=720&_afrMFC=8&_afrMFCI=0&_afrMFM=0&_afrMFR=144&_afrMFG=0&_afrMFS=0&_afrMFO=0)   |  | | --- | |  |   \* Maintaining Jira hygiene \* Efective story creation : DOD, AC, story point, due date etc. \* Delivering all stories on time. \* Adhering to current technology standards, roadmap, pattern | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | [Self-Service Adoption](https://hcin.fa.ap1.oraclecloud.com/hcmUI/faces/FndOverview?macKey=9XnH4tAS4wDPbQ%2BR&_afrLoop=4600086337724406&_afrWindowMode=0&_afrWindowId=null&_adf.ctrl-state=12bzfa2i5e_335&_afrFS=16&_afrMT=screen&_afrMFW=1280&_afrMFH=520&_afrMFDW=1280&_afrMFDH=720&_afrMFC=8&_afrMFCI=0&_afrMFM=0&_afrMFR=144&_afrMFG=0&_afrMFS=0&_afrMFO=0)   |  | | --- | |  |   \* Maximum use of automation \* Explore self-service capabilities \* Either use or contribute to automation | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | [Supporting Chapter](https://hcin.fa.ap1.oraclecloud.com/hcmUI/faces/FndOverview?macKey=9XnH4tAS4wDPbQ%2BR&_afrLoop=4600086337724406&_afrWindowMode=0&_afrWindowId=null&_adf.ctrl-state=12bzfa2i5e_335&_afrFS=16&_afrMT=screen&_afrMFW=1280&_afrMFH=520&_afrMFDW=1280&_afrMFDH=720&_afrMFC=8&_afrMFCI=0&_afrMFM=0&_afrMFR=144&_afrMFG=0&_afrMFS=0&_afrMFO=0)   |  | | --- | |  |   \* Mentoring others within or across squad \* Supporting cross-skill | | |

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| Q3. What have I learnt this year and what will I start doing differently?  (Consider the feedback you have received throughout the year and how are adapting) |

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| Q4. How have I Grown myself and others?  (Consider your growth objectives and how you are tracking against these) |

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| |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | [upskill and carry learning culture through out the year](https://hcin.fa.ap1.oraclecloud.com/hcmUI/faces/FndOverview?macKey=9XnH4tAS4wDPbQ%2BR&_afrLoop=4600086337724406&_afrWindowMode=0&_afrWindowId=null&_adf.ctrl-state=12bzfa2i5e_335&_afrFS=16&_afrMT=screen&_afrMFW=1280&_afrMFH=520&_afrMFDW=1280&_afrMFDH=720&_afrMFC=8&_afrMFCI=0&_afrMFM=0&_afrMFR=144&_afrMFG=0&_afrMFS=0&_afrMFO=0)   |  | | --- | |  |   Chapter level • Cross skilling, mentoring Individual level • OWL learning on leadership/design thinking etc.. • Enhance Technical capability and keep learning culture on priority | |   Q5. Other comments & reflections |
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