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Coaching Report for Q4 2018

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Table of Contents

1. Feedback Summary	3
2. Feedback Analysis	3
3. Coaching Ideas	3
4. Objective Feedback Summary	4
4.1. Productivity (Score - 81.25)	4
4.2. Contribution (Score - 87.50)	4
4.3. Reliability (Score - 86.25)	4
4.4. Skill (Score - 90.00)	5
5. Relationship Feedback Summary	6
5.1. Energy (Score - 81.25)	6
5.2. Improvement (Score - 80.00)	6



1. Feedback Summary

Conversations with Chris this quarter were great. Chris found a good balance of helping work the technical side of Hiro and returning to his star position of PR for our team. He helped me in learning different aspects of the team culture and gave me ample time to understand the different technologies which helped me in developing the solutions. Chris was incredibly productive this quarter. Chris gave up lots of vacation time to help position our team.

2. Feedback Analysis

Here are some general observations about your feedback.

Topic	Analysis
Feedback	Nice job on the amount of feedback you collected. You received 4.67 comments on average per topic. I wonder if you can collect more feedback next time?
Overall	You can do better this coming quarter. Your score was 84.38. Find a coach that is really good in the areas where you can improve the most.
Network Strength	A lot of people care about you, about 8 people! Make sure you return the favor by not overcommitting yourself.
Sentiment	Nice work on generating some positive feedback. I bet you can do even better next time.
Energy	You could do a lot better creating positive energy for your colleagues. Your score was 84.38. Find a coach and brainstorm ideas.
Improvement	Your colleagues feel like you could improve a lot. Think about what you will do differently next time

3. Coaching Ideas

You recieved a lot of great feedback this quarter! More feedback yields better Coaching ideas. Below you will find some ideas to think about.

Topic	Sentiment	Idea
Efficiency	positive	<TBD - Geigsen Coaching ideas>
Collaboration and cooperation	positive	<TBD - Geigsen Coaching ideas>
Communication	positive	<TBD - Geigsen Coaching ideas>
Personality	positive	<TBD - Geigsen Coaching ideas>
Motivation	positive	<TBD - Geigsen Coaching ideas>
Autonomy	very positive	<TBD - Geigsen Coaching ideas>
Commitment	positive	<TBD - Geigsen Coaching ideas>
Learning capacity	positive	<TBD - Geigsen Coaching ideas>
Work environment	positive	<TBD - Geigsen Coaching ideas>
Reliability	very positive	<TBD - Geigsen Coaching ideas>

4. Objective Feedback Summary

Chris found a good balance of helping work the technical side of Hiro and returning to his star position of PR for our team. He helped me in learning different aspects of the team culture and gave me ample time to understand the different technologies which helped me in developing the solutions. Chris gave up lots of vacation time to help position our team.

4.1 Productivity (Score - 81.25)

Chris was incredibly productive this quarter. Without knowing all of the things with which you were directly involved, from my vantage -with the creation of github_admin and the processes put in place to streamline github access within the organization, and the driving force for some great new bots to streamline our processes, you were quite productive. 2) Chris is always cranking and is the most productive person on our team.

Details

He asked to learn about the technologies needed and took me through smooth lane of learning those so that I was adopting to use them in a very sophisticated way.2) Chris is always cranking and is the most productive person on our team.

without knowing all of the things with which you were directly involved, from my vantage -with the creation of github_admin and the processes put in place to streamline github access within the organization, and the driving force for some great new bots to streamline our processes, you were quite productive.

Getting the team to stay on course was awesome

Chris was incredibly productive this quarter. He was supportive as well in Watsons need to focus and make tradeoffs. It was an amazing quarter.

4.2 Contribution (Score - 87.50)

He helped me in learning different aspects of the team culture and gave me ample time to understand the different technologies which helped me in developing the solutions. You helped me to find a position where I can be more productive. Chris gave up lots of vacation time to help position our team.

Details

Chris gave up lots of vacation time to help position our team. This shows his commitment to the team.

You helped me to find a position where I can be more productive. This is important for both our team and me as a developer. Thank you.

Always enjoy the outcomes of refactored teaming models. Another great quarter for the Labs structure.

He helped me in learning different aspects of the team culture and gave me ample time to understand the different technologies which helped me in developing the solutions.

Your biggest contribution was your hard work in getting the new Cotiviti to find a place for who we are and what we do. I hope your hard work pays off.

4.3 Reliability (Score - 86.25)

You were consistently very responsive when people had issues or you were in a position to help them out. Chris was busy and away with lots of new communication being established with new leadership. He was still very reliable!

Details

Chris was busy and away with lots of new communication being established with new leadership. He was still very reliable!

You were consistently very responsive when people had issues or you were in a position to help them out.

He always explained the exact things and with correct dependencies for me to work on the project. He also gave me the freedom to express my thoughts which helped me to go beyond and come with better solutions.

Chris is always there. This is something holds strong at his being and shows it by action.

4.4 Skill (Score - 90.00)

Chris found a good balance of helping work the technical side of Hiro and returning to his star position of PR for our team. Amazing work with distributed HIRO. As this quarter you were no longer facilitating our board meetings, our primary interactions were around slack bot features, hiro/validation, labs-team newscaster and speculator and coaching.

Details

As this quarter you were no longer facilitating our board meetings, our primary interactions were around slack bot features, hiro/validation, labs-team newscaster and speculator and coaching. I will leave coaching to the coaching survey. I jest about the newscaster/speculation -but your communication of all things factual, hopeful, and speculative was very helpful, and as this is part of your role, I am completely satisfied. You were also very responsive in regards to new bot development and guiding us to appropriate venues for bug report, or helping to unstick blocked/stuck things. I suppose one might say you are the oil for the engine.

Amazing work with distributed HIRO. The help to transition in the new company environment was invaluable.

Amazing focus on showcasing the products built by labs

Outstanding understanding of the architecture of developing the solution and helped me to understand the architecture of the solution that to be developed and helped me set the priorities.

Chris found a good balance of helping work the technical side of Hiro and returning to his star position of PR for our team. This seems to have worked well as our team is seeming to find our home.

You have solid people and human relations managing skills. You might be a good entrepreneur and/or inspiring company's leader.

5. Relationship Feedback Summary

During one of the conversations this quarter, we were talking about integrating VPC. Conversations with Chris this quarter were great. Chris was positive throughout the quarter despite a lot of challenges.

5.1 Energy (Score - 81.25)

During one of the conversations this quarter, we were talking about integrating VPC. Conversations with Chris this quarter were great. Chris was positive throughout the quarter despite a lot of challenges.

Details

I will always look forward to talking to him as he helped me to inculcate the attitude to learn new things and most important pointed out my mistakes sometimes and gave me the advice to correct it which has evolved me into a better person.

Chris was positive throughout the quarter despite a lot of challenges. I was pleasantly surprised at his objectivity given the loss of key leadership. He was not a sour grape, which many others were. He was supportive and it was refreshing and needed by the whole team.

We had very positive interactions this quarter and we often got a lot accomplished in a short time. I hope that we continue to be able to work together next year in some capacity.

You always have a solution to our problems. You are the person we look up on when we are struck/struggling at some point.

Our conversations are always targeted and productive. You have a sharp mind and it's always a pleasure talking to you.

Conversations with Chris this quarter were great. He seemed to find a peace about what he had done, what the team had done, and what we were doing. This seemed to result in peace around the team. Keep this frame of mind going forward.

Conversations were productive and very knowledgeable and lead to actionable items

During one of the conversations this quarter, we were talking about integrating VPC. When we came across something which we did not understand fully, after discussing with Chris we decided to contact AWS support and that lead to the resolution of the issue.

5.2 Improvement (Score - 80.00)

Details

I want to thank you for the time investment you gave to me this quarter