

Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Manager Evaluation	Employee Evaluation
Response:	Response: Answer I'm an Outsystems developer and currently assigned to APW project. I develop applications for both Web and Mobile using Outsystems technologies. Usually working with a team composed of PM, BAs, Devs, and QAs using Agile scrum methodology.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Manager Evaluation	Employee Evaluation
Response:	Response: No process map or procedure. I'm working with a team composed of PM, BAs, Devs, and QAs using Agile scrum methodology. My task is primarily to develop an application using Outsystems. It also includes enhancements and bug fixing.

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Manager Evaluation	Employee Evaluation
Response:	Response: Answer We use a project management tool currently ADO for tracking the tasks we are doing in the project and managing the sprints. This is being managed by a Scrum Master who can generate metrics regarding our performance.

How do you report progress to your supervisor? (What reports, meetings, etc?)

Manager Evaluation	Employee Evaluation
Response:	Response: We use a project management tool currently ADO for tracking the tasks we are doing in the project. We also have daily scrum

meetings to update the whole team including the stakeholders.

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

Manager Evaluation

Response:

Employee Evaluation

Response: No process map or procedure. We strictly follow the Agile Scrum Methodology on our project

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: None

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Manager Evaluation

Response:

Employee Evaluation

Response: Answer  
None, because Agile Scrum is well thought out for the efficient execution of a project.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: Answer  
We always teach each other for crucial information or knowledge that can help us deliver our complicated tasks.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Manager Evaluation

Response:

Employee Evaluation

Response: Answer  
I aim to become a reliable senior developer by enhancing my technical skills, mentoring junior developers, and consistently delivering high-quality code. To measure my progress, I will complete at least one advanced training

course, receive positive feedback from peers and supervisors, and successfully lead one major project. I will achieve this by dedicating 10 hours per week to professional development, seeking mentorship from experienced colleagues, and actively participating in team projects. This goal aligns with my career aspirations and the needs of my team, contributing to overall project success and team growth. I plan to accomplish this within the next 6 months, setting monthly milestones to review and adjust my progress.

**What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.**

Manager Evaluation

Response:

Employee Evaluation

Response: Answer  
I still aim to become a reliable senior developer by enhancing my technical skills, mentoring junior developers, and consistently delivering high-quality code. Over the next two years, I will complete at least four advanced training courses, receive positive feedback from peers and supervisors, and successfully lead four major projects. Additionally, I will focus on improving my problem-solving abilities, staying updated with the latest industry trends, and contributing to open-source projects. I will achieve this by dedicating 10 hours per week to professional development, seeking mentorship from experienced colleagues, and actively participating in team projects. This goal aligns with my career aspirations and the needs of my team, contributing to overall project success and team growth.

**Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which have yet to be created, so that you get credit for these as well.**

Manager Evaluation

Response:

Employee Evaluation

Response: No process map or procedure

## Additional Feedback

**Additional Feedback: Please feel free to tell us what else you would like us to know about your role in**

the company, or anything else on your mind.

Manager Evaluation

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Response:

Employee Evaluation

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Response: As an OutSystems developer, I take pride in creating efficient, user-focused applications that solve real business needs. I find satisfaction in seeing my work contribute to smoother processes and better user experiences, and I'm committed to continuously improving my skills to deliver even more value.