

Questions

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

Manager Evaluation

Response: agree

Employee Evaluation

Response: I'm a software engineer. My core role is to develop certain applications requested from the stakeholders.

- Design services in such microservices or event-driven services.
- Maintain and stabilize previous applications.
- Collaborate with other members in the team in delivering its features

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

Response: agree

Employee Evaluation

Response: **no process map or procedure**

- Daily checkups on running RISK systems
- check pending task in ADO
- code and deploy changes
- communicate with stakeholders and provide outputs

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

Response: agree

Employee Evaluation

Response:

- No. of hours rendered of given task
- No. of PBIs accomplished
- No. of code commits

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

Manager Evaluation

Response: agree

Employee Evaluation

Response:

- Team updates on daily standup
- Weekly meeting with stakeholders
- One-to-one teams meeting

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	Employee Evaluation
Response: agree	Response: <ul style="list-style-type: none">- PBIs delivery- Worked on complex task code development

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

Manager Evaluation	Employee Evaluation
Response: agree	Response: <ul style="list-style-type: none">- Research of new available tools in terms of productivity- Update latest version in certain applications for security updates and library patch fixes- Use of smart tools in assist of development

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	Employee Evaluation
Response: agree	Response: <ul style="list-style-type: none">- Under the category of software development and engineering.- Check for latest feeds of tech stack- Check for latest design architectures

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

Manager Evaluation	Employee Evaluation
Response: agree	Response: <ul style="list-style-type: none">- Understand more programming language (python, Go)- Understand CUDA cores and utilizing quick computation tools- Utilizing AI tools for productivity (code docs, etc)

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	Employee Evaluation
Response: agree	Response: <ul style="list-style-type: none">- Accomplish the next phase of the RISK project- Broad search of utilizing smart LLMs and apply in certain systems

- Deepen Knowledge in Current Technologies
- Time Management

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: agree

Employee Evaluation

Response:

- Master Multiple Programming Languages
- Lead a Significant Project
- Gain certification (Oracle Java cert, etc)

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: N/A

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

Response: agree

Employee Evaluation

Response: As a software engineer, I explore and experiment with the latest technology stacks to enhance both existing and new system applications.