Jiang, Percy

Associate Software Engineer, Front Desk & Patient

Manager: Komal Maliekal

Evaluated by: Komal Maliekal

Overall Rating

Manager

Rating: High Meets

Manager Reflection

1. What was the greatest achievement this athenista made to their work this year and how did it lead to meeting business goals and objectives?

Manager

Percy has very quickly ramped up in the team. He has become a valued member of the team in a short time. He is the quickest to pick up anything new that team is learning together. He proactively picks up new tasks to work on without much or any handholding. No matter if it's a monolith/platform 2.0, spike/development, or testing task, he pitches in without any reservations.

When working on charge entry tasks he was able to take some time thoughtfully ramp up on react/redux and be able to complete the task well. While working on ICIC discovery work he also designed the db from scratch, reviewed it with the team and incorporated input. He has also been the one dev on the team who have made changes to existing monolith pages (claimedit.esp) carefully and gracefully. He generally asks all the right question about understanding the approach. He also created and presented a demo during one of the team's sprint reviews.

He is very receptive of feedback from his leads. When given feedback that he should ask more questions during meetings if he doesn't understand something, he immediately started to ask more clarifying questions the next time, which helped other team members better understand the topic at hand.

2. What goals/deliverables needed improvement or did not meet expectations?

Manager

There are no major misses from Percy on his goals this year. He should continue to gain more experience on a variety of tasks and make perfect condition to continue improving.

3. In what way(s) has this athenista developed and grown over the course of the year? Provide specific example(s).

Manager

His leads have seen tremendous growth in knowledge as he is a very fast learner. He very quickly embraced working with Java, REST APIs and PostgreSQL without much prior experience. He has excelled at all the task allocated to him over the past year, whether it's learning monolith coding, harring, unit testing for the first time or working on ICIC java work.

He displayed he is making progress towards working independently

4. Overall, how would you describe this athenista's performance this year? What should key area(s) of focus be next year?

Manager

 Percy takes up continuous responsibilities and tasks, and brings things up, questions strategies, all of which you'd expect from a developer who a few years is experienced. He churns out lot of code. Most contribution to ICIC java code base after Jimmy came from Percy. This contribution is hugely valued

I am looking forward for Percy to take more broader perspectives on any task he picks up. He can continue to take on bigger pieces' discovery work, where he proposes/scopes an implementation. He can also be active teaching the other devs what he has learned.