



# Deriv.com Self-Assessment Questionnaire

<b>Name:</b>	Ayeen Muhammad Khan
<b>Email Address:</b>	<a href="mailto:ayeenmuhammad@gmail.com">ayeenmuhammad@gmail.com</a>
<b>Telephone/Skype:</b>	+923327424312 / ayeen.khan2
<b>Nationality:</b>	Pakistani
<b>Present Location:</b>	Islamabad Pakistan
<b>Current date:</b>	12-10-2020

COLLEGE/UNIVERSITY	
<b>Name &amp; Location:</b>	IQRA University Karachi, Pakistan
<b>Dates Attended:</b>	2011- 2014
<b>Major:</b>	Computer Science
<b>Grade:</b>	A
<b>Why did you select this school?</b>	I did Select this university or school for myself because my parents afford this university fee. And it's well known university of the country.
<b>Generally, what were your college years like?</b>	It was great. I was busy studying, working part time with my brother in his office, hanging out with friends, partying, etc. Did everything in moderation, and I had a great time. Best 4 years? So far, yes, but I'm only 28. Since graduating, having a lot less free time to spend with friends.
<b>How would you describe your study habits during college?</b>	I would say that during my college my study habit was quite serious type that I never missed my single and class and assignments.
<b>What were some important career influences?</b>	The two most powerful in my career influences are culture and family.
<b>What were the high and low points during your college years?</b>	High points were the friends I made and the endless fun I had. My family advice was to stick with studies and just get out asap as very few people end up doing what they majored in. My only low point was that I was financially weak.
<b>What were your career aspirations at the end</b>	My career aspiration was my elder brother who was already in the same field he work very to setup his own

of college?	business.
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WORK HISTORY 1 – YOUR CURRENT OR MOST <i>RECENT</i> POSITION	
<b>Employer:</b>	Name: <u>Pixelart Games Academy</u> Location: <u>Islamabad</u>
<b>Your Position Title:</b>	
<b>Dates:</b>	Start: <u>March 2019</u> (month, year) End: <u>Present...</u> (month, year)
<b>Type of Business:</b>	
<b>Salary:</b>	Starting: <u>80,000 Rupees</u> Ending: <u>92,000 Rupees</u>
<b>How did you find this job? (advert/headhunter/etc)</b>	I find this job through one of the Facebook group where someone posted about the job and tried my luck and get the Job.
<b>Job Duties and Responsibilities</b>	My main responsibilities are : <ul style="list-style-type: none"> <li>✓ Design System Architecture</li> <li>✓ Responsible for coding standards and peer reviews</li> <li>✓ Build Restful API's for web/mobile applications</li> <li>✓ Code Design Pattern</li> <li>✓ Alpha Testing of the product/Project.</li> <li>✓ Responsible of the core development.</li> <li>✓ Configure &amp; Maintain servers.</li> <li>✓ Facebook and twitter API integration.</li> <li>✓ Responsible for coding standards and peer reviews</li> <li>✓ Responsible to convert the client requirement into database design.</li> </ul>
<b>Career Successes / Accomplishments:</b>	Till now I did a lot of work in my field for different client and they never disappoint from my work till now.
<b>Failures / Errors:</b>	Failures are part of the life so some time I failed to deliver my project or tasks on time to my client.
<b>What did you like most, and least, about this job?</b>	Most: I like most about this job is that I enjoy writing my code for different projects and accepting challenges.  Least: I get bore when some time I don't have much work load on me.
<b>What is the biggest impact you had at this organization?</b>	I am the only backend developer in the organization that I can do backend development and server maintenance work.
<b>Reason for leaving or desiring to change:</b>	The main reason for leaving or desiring to change the job is accept new challenges and learned more from multicultural environment and polish my skilled more.
<b>Name &amp; Title of Your</b>	Sadia Bashir (CEO & Product Manager)

<b>Supervisor:</b>	
<b>Permission to Contact?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   Tel/Email: sadia.bashir@pixelartga.com
<b>WORK HISTORY 2 – YOUR PREVIOUS POSITION</b>	
<b>Employer:</b>	Name: <u>Neomeric Digital Pakistan</u> Location: <u>Islamabad</u>
<b>Your Position Title:</b>	
<b>Dates:</b>	Start: <u>Feb 2018</u> (month, year) End: <u>March 2019</u> (month, year)
<b>Type of Business:</b>	
<b>Salary:</b>	Starting: <u>50,000</u> Ending: <u>55,000</u>
<b>How did you find this job? (Advert/headhunter/etc.)</b>	Through LinkedIn Job Post.
<b>Job Duties and Responsibilities</b>	My responsibilities are to review and debug the code. <input checked="" type="checkbox"/> Responsible for coding standards and peer reviews <input checked="" type="checkbox"/> Build Restful API's for web/mobile applications <input checked="" type="checkbox"/> Testing the product. <input checked="" type="checkbox"/> Responsible of the core development. <input checked="" type="checkbox"/> Responsible to convert the client requirement into database design
<b>Career Successes / Accomplishments:</b>	In this company I start working on new technologies and doing much R&D. So I became Backend NodeJS developer which is my career Success.
<b>Failures / Errors:</b>	None
<b>What did you like most, and least, about your job?</b>	Most: I Like most about this job was its office environment. I Love to work in that environment.  Least: about this job was little bit favoritism.
<b>What is the biggest impact you had at this organization?</b>	I started working as backend developer when the company was just start working in Pakistan. I was handle their multiple project at time.
<b>Reason for Leaving</b>	Contract Period End
<b>Name &amp; Title of Your Supervisor:</b>	Sami Ullah Khan (Project Manager)
<b>Permission to Contact?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Tel/Email:samiukhan@gmail.com

WORK HISTORY 3 – YOUR PREVIOUS POSITION	
<b>Employer:</b>	Name: <u>uExel International Pvt Ltd</u> Location: <u>Islamabad</u>
<b>Your Position Title:</b>	
<b>Dates of Employment:</b>	Start: <u>January 2014</u> (day, month, year) End: <u>Feb 2018</u> (day, month, year)
<b>Type of Business:</b>	
<b>Salary:</b>	Starting: <u>15,000 Rupees</u> Ending: <u>35,000 Rupees</u>
<b>How did you find this job? (advert/headhunter/etc)</b>	Through one of my friend refrence.
<b>Job Duties and Responsibilities:</b>	<p>My Main responsibilities were:</p> <ul style="list-style-type: none"> <li>✓ Competent all-rounder who will work as part of a world class team</li> <li>✓ PHP, Yii2, MYSQL, working experience.</li> <li>✓ HTML 5, CSS 3, Bootstrap, Word Press, working experience.</li> <li>✓ MVC, CI, OOP, working experience.</li> <li>✓ Responsible for the documentation and define the scope of the project.</li> <li>✓ Strong elegant solutions of client requirements</li> <li>✓ Responsible to convert the client requirement into database design.</li> <li>✓ Facebook and twitter APIs integration.</li> </ul>
<b>Career Successes / Accomplishments:</b>	Did a lot project for company clients
<b>Failures / Errors:</b>	One Project got delay from its deadline
<b>What did you like most, and least, about your job?</b>	<p>Most: Environment of the office</p> <p>Least: only one technology that were used for the projects.</p>
<b>What is the biggest impact you had at this organisation?</b>	Started working as internee then promoted to software engineer I help the company to do a lot of project.
<b>Reason for Leaving:</b>	For better Opportunity
<b>Name &amp; Title of Your Supervisor:</b>	Shaan M Khan (CEO)
<b>Permission to Contact?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   Tel/Email:shaan@uexel.com

<b>PLANS AND GOALS FOR THE FUTURE</b>	
<b>What are you looking for in your next job?</b>	I am looking for in my next job that should be full of new experience and learn new skills and polish and extends my current skills.
<b>What are some other job possibilities, and how do you feel about each one?</b>	I feel not comfortable when some work not related to my scope of job.
<b>What about 5 or 10 years down the road; where do you want to be, career-wise?</b>	I'm really excited about the position we are discussing and my number one goal is to do the best job I can at this role. In next 5 years if there were opportunities for me down the line to also be able to mentor other employees or new recruits to be successful within this position, perhaps as a manager or supervisor.
<b>What do you view as the possible advantages and disadvantages of joining us?</b>	The main advantage of the joining the team <b>DERIV</b> is that I will work with international and multicultural team which help me to boost my skills and confidence towards the work. The disadvantage will be that I will be away from family.
<b>If you joined us, when could you start?</b>	When I will get offer within a month I will join the <b>DERIV</b> team asap when the legal docx will be verified by embassy.

<b>INTELLECTUAL CHARACTERISTICS</b>	
<b>What are a couple of the best and worst decisions you made in the past year?</b>	I have made worst decision in past year that was the when I start my university studies I choose Business studies for my career which was the worst ever. After six month of studies I quit the business studies and choose Computer science which was best decision.
<b>What maxims do you live by, or is there a code or system you try to follow in life?</b>	I maxims do to live by is that "Life is about making choices" and "This too shall pass" It will pass--and good will come of it.
<b>How creative are you? What is the best example of your creativity?</b>	I would say that I am not much creative but yea I am good at problem solver.

### **PERSONAL CHARACTERISTICS**

<b>What motivates you?</b>	My parents suffer a lot for me when I was college till end of the university education. Now want to give them a quality life where they live happily rest of the life with me. That thing motivates me personally.
<b>How many hours per week have you worked, on average, during the past year?</b>	On average I worked 28 to 32 hours per week.
<b>Describe the pace at which you work – slow, moderate, or fast?</b>	My pace of work is not that much fast and slow, I work in moderate way because I try to deliver my work with quality.
<b>After you leave the office, do you still think about work and answer Email, or do you relax to ensure a good work/life balance? Please explain.</b>	Yea I tried making work and life balance but sometimes I think about the work when I leave the office, and also do work from home and response to email when that was the important.
<b>In what specific ways have you changed your organization (in terms of direction, results, or policies)?</b>	Most of the time I changed the organization in terms of their policies towards the employees.
<b>How would you describe your work habits?</b>	I describe My habits that I am calm and not take any work pressure and I am punctual to daily office.
<b>How organized are you; what, if anything, do you feel you could do to be better organized?</b>	I well organized person towards my work and life. But I feel that I can do better to organize my work and life.
<b>Describe a situation that didn't go as well as you planned. What would you have done differently?</b>	Till now didn't face that type of situation in my career and life.
<b>How much supervision do you want or need?</b>	I just need full requirements any project and time to time guide from manager or any senior about the project.

<b>What are the most important lessons you have learned in your career (please be specific)?</b>	Till now the most important lesson I learned from my career is that never give up for anything and learned and guidance from senior which help a lot in the career.
<b>How do you handle yourself under stress and pressure?</b>	First of all I don't take stress of the work, if sometimes I feel stress I take some nap or do some outdoor activity with friends or colleagues.
<b>Describe yourself in terms of emotional control; what sorts of things irritate you the most, or get you down?</b>	I am very calm and cool minded person that I never get some emotional. If any person lied to me that things irritate me more.
<b>How many times have you "lost your cool" in the past couple of months?</b>	Never
<b>What sort of mood swings do you experience – how high are the highs, how low are the lows, and why?</b>	Most of the time my mood swings due to some personal or family matters, If the matter is very serious than I scold someone at home, if the matter is low then I remain silent and never talk to any person.
<b>Describe a situation in which you were angrier than you've been in years.</b>	Couple of week ago I was too much angry to my young brother and I scold him, because he never listened me about some important work at home.
<b>How have you changed in recent years?</b>	In recent year I changed my self professionally.
<b>What sorts of organizational changes have you found easiest and most difficult to accept?</b>	Organizational policy changes are easiest and most difficult to accept.
<b>Who was the best leader or manager in all of your previous jobs? What is it about his or her behavior that made you enjoy working together?</b>	I found best leader or manager in my current employer who is the Sadia Bashir. I found her most caring, clever and intelligent person most important she is very friendly I can openly discuss anything with her and I enjoy working with her.

<b>Who was the best co-worker in all of your previous jobs? What is it about his or her behavior that made you enjoy working together?</b>	I found the best co-worker in my previous employer employee who was my senior and my mentor. I learned a lot from him. He is very kind and helpful person and he is like brother to me.
<b>What changes in your approach would you like to make in your next job?</b>	Till now in my career I worked all with a startup companies, in my next job I want change that team should be big diverse and that I can learned a lot from them.
<b>What actions would you take in the first week, should you join our organization?</b>	In the first week definitely I join the organization and explore the all the department of the organization create my network with all team.
<b>Describe a situation in which the pressure to compromise your integrity was the strongest.</b>	Never had that type of situation till now.

### ***INTERPERSONAL RELATIONS***

<b>How would you rate yourself in terms of enthusiasm and charisma?</b>	8/10
<b>How would you describe your level of assertiveness?</b>	I am assertive person, that I standup and speak for rights of my own and other with positive and calm way.
<b>Describe a situation in which your negotiation skills proved effective.</b>	The situation was the about technology selection for website development for one of my client. I asked me to develop from scratch using PHP and HTML, I suggest him to that I can build his website using open source CMS (word press) which will save both of our time and money. He agreed and I deliver him with no time that project. He is happy now doing pay me extra money as tip.
<b>Describe the most difficult person you've ever worked with.</b>	The most difficult person I have ever worked was my elder brother who is software engineer. He never guide and talk a lot about the projects, he give just order that this things need to be done.



<b>Describe a situation in which you felt others were wrong and you were right.</b>	Never had been that type of situation yet.
<b>How aware are you of political forces that could affect your work performance? Give an example of the most difficult political situation in which you were involved.</b>	I am much aware that the political forces too much affect the work performance. Recently due to corona virus pandemic which hit all the world so badly and every country political forces react accordingly and political forces take the decision to lockdown the country which effect every single person work performance very badly.
<b>MISCELLANEOUS</b>	
<b>Describe your ideal day at work.</b>	My ideal to work is the Friday.
<b>What are the biggest risks you have taken in recent years?</b>	I invested my all the savings in the property for the 5 years.
<b>What skills have you acquired in the last several years?</b>	I am keen learner and enthusiastic for learning more and new things, I learned a lot in the last several years some of the skills , like NODEJS, MongoDB, Firebase, AWS Web services
<i>[For relocation candidates only]</i> <b>What experience do you have (if any) with living and working abroad? What problems do you foresee?</b>	Generally, I have more than 5 years of experience in backend development web and mobile applications.
<i>[For relocation candidates only]</i> <b>How many dependents (spouse, children) would relocate with you?</b>	I am single and I am the only person to relocate.
<b>What business or technical books have you read that are relevant to your job?</b>	A couple of year ago I read the biography of Stev Jobs. After that I never get any chance to read any other book.

<b>DERIV.COM</b>	
<b>In as much detail as you can, explain how you believe Deriv.com's business works.</b>	The story of Deriv starts in 1999. Regent Markets Group, the founding company, was established with a mission to make online trading accessible to the masses. With the passage of time it expands its offices around the world.
<b>What questions do you have about the company or the job you are applying for?</b>	I am excited to know more about company products or projects that I will work on. If I get a chance to be the part of the Deriv Team and also lifestyle at the company and work.

<b>MANAGEMENT</b> <i>(to be completed by candidates for managerial/team-lead roles only)</i>	
<b>How would you describe your management philosophy and style?</b>	
<b>Do you believe a manager should be hands-on or hands-off?</b>	
<b>What would your subordinates say are your strengths and shortcomings as a manager?</b>	
<b>In what ways would you modify your approach in dealing with work associates?</b>	
<b>Please write a paragraph about two (2) of your direct reports in your most recent job, indicating their position titles, length of</b>	

<b>service, strengths, shortcomings, and overall work performance.</b>	
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