

Technical Self-Performance Review

Welcome to your self-performance review. This is an opportunity to reflect on your professional achievements, challenges, and growth over the past six months. Your honest and thoughtful assessment helps us understand your contributions, recognize your strengths, and support your continued development.

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Name *

Dropdown

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Reflection

In this section, take a moment to thoughtfully reflect on your professional journey over the past six months. Highlight your key achievements and areas where you see potential for growth.

Do you feel like you met your 2025 goals so far? Why or why not? *

Absolutely exceeded my 2025 goals through exceptional productivity and impact:

Quantitative Achievement:

- 41 completed Linear tickets across the first half of 2025
- Leading business-impacting initiatives like CNA Direct Integration (WEB-2890), the Accounting CSV Importer (WEB-2580), and Lead Selling (WEB-2648)
- Led 3 meetings, spearheading Backend developer best practices (docs found in Notion) e.g. utilizing Lombok better, better logging
- Internal Library development: ApiResponse, S3Upload, MDC Logging, RequiredRoles
- Automation: Gitlab auto tag creation, Gitlab auto staging deploy

What achievements are you most proud of and why? *

In addition to a breadth of product development,

- Major Carrier Integration: WEB-2890 (CNA Direct Integration)
- Financial Systems: WEB-2580, WEB-2661, WEB-2681, WEB-2733
- Operational Tools: WEB-2608, WEB-2627, WEB-2648, WEB-2671
- Platform Infrastructure: WEB-2778, WEB-2705, WEB-2750
- Account Management: WEB-2692, WEB-2670, WEB-2904

I've been able to contribute to the team's efficiency with devops, SRE contributions, and leadership too:

1. Critical System Reliability: Fixed high-impact issues like accounting math errors (WEB-2681), aggregate operations bugs (WEB-2750), and business record duplications (WEB-2723) as well as many other site-errors.
2. Onboarding our new Intern, Keaton with the best practices mentioned above

What do you think are some areas of improvement? *

While I've been able to lend organization and technical expertise to the team, I think my business knowledge is my current bottleneck from being a more independent developer. This comes with time, but I can certainly cordon some time from the busy development schedule to remind myself of the business environment in which my products reside. This will allow me to prioritize better as well, as our backlog grows faster than we can handle as a team.

Please use the comments to provide concrete examples and share additional thoughts.

Explanation of ratings:

1. Needs significant improvement (requires extensive guidance and support)
2. Developing (needs some focused improvement)
3. Good (where you want to be - meeting expectations)
4. Great (exceeds expectations)
5. Outstanding (going way above and beyond by setting new standard)

Overall Performance

Please rate your overall performance inclusive of the above and any other traits not already captured.



Overall Comments

Technical Skills *

Please rate your coding ability and reviewing, domain knowledge, debugging, and performance optimization



Comments (optional)

Organization *

Please rate how well you manage your time, meet deadlines, handle projects, etc.

1



2



3



4



5



Comments (optional)

Accountability and Ownership *

Please rate your ability to take ownership over your responsibilities and work

1



2



3



4



5



Comments (optional)

This area I could definitely do a better job of. It's easy to get product amnesia with development velocity at such a high clip.

Communication *

Please rate how well you convey your ideas and thoughts with colleagues, partners, etc.

1



2



3



4



5

**Comments (optional)**

This could also be improved. I write great tickets, but there have definiltey been times when I move too fast, and FE doesn't understand my exact spec.

Quality of Work *

Please rate your consistency in delivering high-quality work

1



2



3



4



5

**Comments (optional)**

There are times when, because of a lack of easy testing infrastructure, I can skimp out on the dirty details.

Thanks for completing!

Your manager will be in touch to schedule time to go over your performance.

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