

[Manager Version] Technical Team Performance Review

Welcome to our Performance Reviews. This is an opportunity to reflect on your direct reports' professional achievements, challenges, and growth over the past six months. Your honest and thoughtful assessment helps us understand their contributions, recognize their strengths, and support their continued development.

Email *

avery.rubin@coverdash.com

Who are you submitting a review for? *

Dropdown

Benny Magid



Reflection

In this section, take a moment to thoughtfully reflect on your direct report's professional journey over the past six months. Please highlight their key achievements and specific areas where you see potential for growth.

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

Benny has done an incredible job meeting his goals this year. It's hard to believe he only started working with us in January given the impact he has had on the team. Not only has Benny become a comfortable and confident contributor to the team but he has taken an initiative to actually drive the direction of the team along with Jon in a way that has been awesome to see. Benny has been the definition of a self starter throughout his time at Coverdash so far and he should continue to flex that muscle as we continue to build together

What are direct report's most significant achievements? *

In his first 6 months, Benny had been able to put an incredible amount of really impactful achievements on the board. To list a few he has

- 1) went out of his way, unassigned, to completely overhaul the dev teams standard coding practicing introducing new best practices that are now adopted by the entire dev team. We now use his standards for adding new classes to the common API package, the common repository package, all interceptors, all REST controllers API functions, and the list goes on. Basically, whenever Benny has a chance to go out of his way to make our code repo more maintainable, he does it
- 2) He absolutely crushed the new infrastructure to support routing warm transfer campaigns to individual AE's which has paved the road to allowing us to drastically scale the amount of campaigns we create
- 3) CNA! Wow! what a project. hugely impactful with probably the worst 3rd party API documentation in history! Also completed it in a super short period of time with almost no bugs at time of launch!

There are many more to list here, keep crushing it Benny

What are their areas of improvement? *

This is really minor feedback for you to help me make sure I'm managing Benny effectively but I think we would greatly benefit from better communication with regards to his workload/bandwidth. It's really awesome that he's always asking for more and trying to put more wins on the board but sometimes it takes me having to notice that he's overwhelmed to step in and try to fix things which could mean me overpromising on getting things delivered and not meeting expectations. It's in everyone's best interest to make sure no one's burning out

Performance Review

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 direct report's overall performance inclusive of the above and any other traits not already captured.

1



2



3



4



5



Overall Comments

Technical Skills *

Please rate your direct report's coding ability and reviewing, domain knowledge, debugging, and performance optimization

1



2



3



4



5



Comments (optional)

Organization *

Please rate how well your direct report manages their time, meets deadlines, handles projects, etc.

1



2



3



4



5

**Comments (optional)****Accountability and Ownership ***

Please rate your direct report's ability to take ownership over their responsibilities and work.

1



2



3



4



5

**Comments (optional)****Communication ***

Please rate how well your direct report conveys their ideas and thoughts with colleagues, partners, etc.

1



2



3



4



5



Comments (optional)

comments reflected in my feedback

Quality of Work *

Please rate your direct report's consistency in delivering high-quality work.

1



2



3



4



5



Comments (optional)

Thanks for completing!

Please remember to schedule a review conversation with your direct report!

This form was created inside of Sharlene's Team.

Google Forms