Chen Guankun (陈冠坤)'s 2022 End Appraisal

Reviewee   Chen Guankun (陈冠坤)

Appraisal Cycle   2022 End   ENG

Reviewer   Fu Qiang (付强)

Appraisal Type   Engineer Standard

Self-Assessment Form

Overall Performance

Please identify and comment on the top three strengths and areas for development for this individual. Areas for development should be forward-looking. Comments should include action steps.

Final Score ⦵

B (Meets Expectations)

Overall Remark (Manager Input)

Guankun joined our team as a graduate. He was hard working and grew very fast in the past year. Now he is able to cover some of the regular business development independently.

In the next year, I hope you can keep on knowing more of our business and become an "expert" of one or two modules. That means you are the owner of those one or two modules, for example "Duitnow".

And besides getting more familiar with the business, I hope you can also pay more attention to the performance of our pages. More and more people inside and outside of our department are concerned about our system's performance, especially the performance of our front-end pages. For example, how many pages a user needs to jump before he gets the final result and do

we have a monitor? Pls try to think more about it.

Creating Impact

Task Completion

Effectiveness of completing tasks with various difficulties. Tasks consist of all engineering tasks, including both feature development and technology development.

Manager's Score ⓘ

3 (Average)

Functional Excellence

Demonstrates and applies the knowledge and skills necessary to perform the job effectively. Acts as a resource that others can rely on for functional/technical expertise and knowledge to improve performance of team.

Manager's Score ⓘ

3 (Average)

Reliability

Deliver the promise; inform early when unable to deliver; professional, supportive and responsible.

Manager's Score ⓘ

4 (Good)

Self Assessment

1. 完成了Disbursement-Partner-Web-Portal大部分模块的开发
2. 完成了RN Duitnow，转账给第三方 Duitnow 开发
3. 实现了Wallet 和 Merchant Portal lint代码规范、单元测试
4. 在TD设计时积极与PM沟通，明确产品需求，避免返工；BE TD评审时，确认前后端接口请求和响应数据结构，有利于加快开发进程；开发过程中，及时反馈当前阻塞点，会报项目进度，让leader和PJ实时掌握项目进度，避免项目延期；提测前完成全面自测，提交自测报告；提测后，配合QA完成测试；功能上线后，反复确认确保功能正常上线。

Manager's Remarks

Demonstration of Values-driven Behaviors

We Serve

- Customers are always right
- Exceed customer expectations, deliver above and beyond

Manager's Score ⑦

3 (Mostly Basic)

We Adapt

- Anticipate changes and plan ahead
- Accept unanticipated changes and make things happen

Manager's Score ⑦

3 (Mostly Basic)

We Run

- Self-driven to deliver, don't need anyone to push
- Always have a sense of urgency to get things done

Manager's Score ⑦

3 (Mostly Basic)

We Commit

- Be reliable, do what we say we will do
- Uphold high standards; don't take shortcuts, even when no one is watching
- Act like an owner; proactively find ways to make our organization better

Manager's Score ⑦

3 (Mostly Basic)

We Stay Humble

- Believe we are always the underdog, and seek to learn from the market and competitors
- Accept that we are not perfect, and will never be
- Work hard first, celebrate and enjoy later

Manager's Score ⑦

4 (Mostly Good)

Self Assessment

用户至上：在需求评审时，详细了解需求内容，对于影响用户体验或违反正常逻辑等等不合理的地方和PM积极沟通，反复确认，直到达到用户预期。

顺势应变：在Q2季度，wallet小组和native同学融合成大前端，在native同学学习FE知识的同时，我也积极学习安卓相关知识，拓展了知识面。在遇到native的问题（例如调用联系人bridge无法加载联系人）能够快速定位bug源，加快了解决bug的过程。

Manager's Remarks

分秒必争：在日常工作中，除了加深前端知识的同时，也自觉主动学习安卓native相关知识。

全力以赴：学习代码大全，无需他人监督，对代码规范、设计思想、组织结构有着严格的要求。在code review后除了改正不合理处，也竭力避免再次出现相关问题。

保持谦虚：对于不会的、或者模糊的问题，积极主动请教同事，向同事学习。

Key Goals and Outcomes

Describe 3 goals you would like to achieve next year. These goals should be sufficiently bold and ambitious. Your manager will review these goals with you on a biannual basis.

Manager's Remarks

Key Goal #1

完成RN Merge 项目的开发

Key Goal #2

全面熟悉wallet业务及代码开发，包括充值、转账、提现。merge 后 portal业务功能作用，包括Wallet、Merchant、Disbursement-Partner-Web-Portal 。

Key Goal #3

通过了解如何开发eslint规范代码，来学习Webpack，这也会涉及到NodeJs的知识，从而加强对NodeJS的应用

Reflection And Review

1. Which 3 things have you done in the past year that you are most proud of?

Provide a short description of what you have done and why you are proud of it.

1. 完成了RN Duitnow模块的开发：Duitnow是在钱包里转账给第三方app，这是自入职以来第一次独自完成RN业务功能模块的开发。
2. 完成了Disbursement-Partner-Web-Portal 的开发：主portal是由MIS Team实现，我们开发属于子portal，在接入过程中需要大量的沟通。该portal与shopeepay portal都是基于qiankuan开发，从该portal，提升了沟通能力，学习了如何开发和部署子portal，加强了对微应用的认识。
3. 沟通能力的提升：在请教问题的时候能够将问题描述清楚，提高解决问题速度；对于同事询问的问题，也能够快速理解问题本质，给出解决方法；遇到阻塞，能够主动及时向leader汇报，寻求资源和帮助，让项目按照预期发展。

2. What are the personal improvements that you have made in the past year?

1. 技术能力的提升：学会了TypeScript规范了代码结构；学习了RN的开发，以及安卓native bridge出错，定位bug的能力；能够独立开发qiankun 子portal。
2. 英语能力提升：刚进与新加坡同事英语开会，每次会议下来都头昏脑胀，难以理解会议内容。之后积极参加英语角，锻炼英语能力，在会议上能够敢于用英语交流，已经能够基本理解会议内容。

3. How do you plan to make yourself more effective next year?

Be specific on what and how you plan to improve. Consider these areas of improvement: execution, communication, analysis and problem solving, work attitude and commitment, teamwork, technical / industry knowledge.

1. 通过口语视频锻炼听力，通过参加英语角，让自己积极表达，来锻炼口语。
2. 通过学习项目的代码和代码结构，提升专业技能以及分析和解决问题能力
3. 在日常工作中，积极总结，跨团队合作时注意沟通，遇到风险点，及时汇报

4. What more can the company do to help you grow?

1. 团队提供的项目，不仅能够提高我的专业技能和行业知识，同时能够提高我分析和解决问题的能力，在跨团队合作中，能够提高我的沟通能力。
2. 团队组织的英语角，能够提高我的口语能力，希望在不断学习中，能够用英语正常交流。