

Alex Rivera



Nov 1, 2025 - Jan 23, 2026

• Last 1:1: January 23, 2026

• Next: February 6, 2026

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Performance

4 / 7 -3

Sprint completion declining for 3 consecutive sprints (100% → 62%). Multiple delivery delays with payment service refactor. However, code quality remains excellent with positive peer feedback.

High Confidence

↘ Declining

Engagement

4 / 7 -3

Significant withdrawal patterns detected: Slack participation down 52%, pulse survey satisfaction dropped 25%, workload manageability down 43%. Early burnout indicators present.

High Confidence

↘ Declining

Manager Effectiveness

6 / 7 -1

1:1s have been inconsistent (cancelled/rescheduled multiple times). Positive feedback delayed by 2 weeks. However, manager shows strong development focus and recent commitment to improvement.

Medium Confidence

— Stable

Overall Assessment

Alex is experiencing a concerning decline across performance and engagement with early burnout indicators. Recent 1:1 was constructive and manager intervention is now in place.

⚠ Critical Risks

- Working unsustainable hours (late nights, weekends)
- Sprint completion declining 3 consecutive sprints
- Survey scores show workload manageability at 4/10

Key Strengths

- Code quality consistently recognized by peers
- Dashboard work received excellent customer feedback
- Open communication about challenges

Trends to Watch

- Whether working session with Jordan reduces refactor stress
- If OKR updates resume by Friday deadline
- Whether 1:1 consistency improves as committed

Last Conversation Summary

Signal Summary

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MoXaic AI

Add context or request re-analysis when situations change

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