Competencies	Manager Feedback	
Collaboration/Relationship Building	Beena is a very good team player which makes her to help other team members as and when they require her help. Beena is very cordial and respectful whenever she is interacting with others and always respects the differences in the opinions. She is very good in cross team collaboration which helps in completing the work faster.	4
Communication Skills	Beena has very good verbal and written communication skills. She is excellent at writing presentations and blogs. Her documents are really clear and self-explanatory and need very less revision. I feel she can improve while explaining any technical problem. Basically, she has a good understanding of the issue but while explaining to others she needs to work on explaining the background of the issue instead of starting from an arbitrary point.	4
Functional/Job Knowledge	She has gained expertise in some of the database server areas, especially in partitioning, which is highly appreciated. She can work independently on almost all the problems assigned to her. I think now she should work on widening her knowledge base by actively participating in team meetings and understanding the problem discussed in other projects.	3
Internal/External Customer Focus	Beena is proactively picking the escalations and promptly replying to them. Her main focus is working on customer bugs, in every sprint, she picks at least 1-2 customer bugs and able to handle them independently promptly. I think for escalation reply she can improve by asking all the right set of questions in the initial replies instead of multiple rounds.	3
Outcomes Orientated	Whether it is a feature project or customer bug Beena is always outcome-oriented and able to meet the target. She has completed all the work assigned to her e.g sub-partition template on time and all other assigned customer bugs.	4
		3.6
Open Ended Questions:		
Where do you think you have made the most significant contribution this past year?	Beena had made a significant contribution in the Sub-partition template, she has timely came up with any design issues and solved them on time. Apart from that, she had done a major contribution to fixing customer bugs and that is highly valued worked.	
Where do you believe is your biggest personal improvement area for the coming year?	Beena can focus more on involving in team technical discussion and put her opinion about other projects that other team members are working on.	
What can EDB/your manager do to better support you?		

Competencies	Manager Feedback	
Collaboration/Relationship Building	Mahendra is a team player and he is always ready and very excited to help other team members in debugging their issues. He never hesitates to reach out to anyone for taking help whether a member is from the team or any external team. In the last DDL time project, he has worked excellently in collaboration with multiple reviewers/committers/testers. Listens to reviewer's, committer's and even other's suggestions and feedback. This is very good quality and people liked working with him.	5
Communication Skills	Mahendra never shies away from talking to support about the issue or from attending the customer call. He actively participates in the team meeting, but he needs to start taking interest in other projects and try to understand what other issues are being discussed other than his own issue. He still needs some improvement in his written communication skills.	4
Functional/Job Knowledge	Mahendra has very good debugging skills and that helps him understand the issue faster and which makes him capable of helping others in debugging their issues. I feel that while debugging the issue along with understanding just a local flow, he must focus on the complete understanding of the design and that will help him catch the design level issues. While working on a large project, he needs to think from all design aspects so that we don't need to change the design in a very later phase of the project and that will save huge time for everyone. Sometimes he does work in a hurry and due to that sometime he misses some corner cases which needs rework so those can be avoided by carefully working and self review.	4
Internal/External Customer Focus	Mahendra always notifies the team about a new escalation and also replies to escalation and takes customer calls. Mahendra is actively involved in customer bug fixing but he can improve his involvement in escalation by picking more escalations. He always keeps eye on escalation and notifies others if there is any new escalation, so that it get timely attention.	3
Outcomes Orientated	Mahendra is very focused to work toward the final results, he is ready to accept the changes at any point and in a very short time he can make really big changes and that helps in completing the project on time.	4
		4
Open Ended Questions:		
Where do you think you have made the most significant contribution this past year?	Mahendra mainly worked on the Last DDL time which got committed now. This is a very valued project for the customer, especially from Oracle compatibility POV. Apart from that Mahendra regularly worked on customer bugs and internal bug fixes reviews.	
Where do you believe is your biggest personal improvement area for the coming year?	Mahendra can get more involved in the escalation. For growing to the next level he can be more involved in understanding the high-level designs of the different modules.	
What can EDB/your manager do to better support you?	As Mahendra mentioned that he would like to get my feedback more frequently so I think we can improve upon them by discussing by weekly in our 1-1 meetings.	

Competencies	Manager Feedback	
Collaboration/Relationship Building	Himanshu actively participates in team meeting for his issues and he also asks questions about any design discussion which shows his interest in learning the database internals. He is a senior member in the team so I would like him to participate more in suggesting the idea and giving the solution. I would like him to take initiatives in helping the junior team members with their issues.	3
Communication Skills	Himanshu is very good at both written and verbal communication. He is able to explain his issue very clearly and that helps in faster resolution of the issue. His JIRA updates are good and that makes it easy for other members to understand that quickly.	4
Functional/Job Knowledge	Himanshu is able to deliver the assigned work on time. He proactively asks for the issues if he has some free time in between his current assignment. He is a quick learner and always trying to learn in the discussions about new areas and that is very good quality. But being a senior member he needs to work on this more maybe by involving in escalation, reading the escalation replies from the other members, involving in hackers design discussions, and review.	3
Internal/External Customer Focus	Himanshu has an excellent contribution in resolving BDR/PPAS integration issues and working on customer bugs, which is really valued. He needs to increase his involvement in customer escalation and also helping other junior members with their escalations.	3
Outcomes Orientated	Himanshu is always deliver assigned work on time. He is very focused towards achieving the goals and he nevers hasites in taking help if any module is new for him and he quickly understand the area and he also tries to understand it from the design level that help him completing the work faster.	4
		3.4
Open Ended Questions:		
Where do you think you have made the most significant contribution this past year?	Himanshu has made an excellent contribution to the EPAS-BDR merge project and fixed some of the critical bugs for the release. He also contributed to EPAS bug fixes and PGSNMPD bug fixes as well.	
Where do you believe is your biggest personal improvement area for the coming year?	Himanshu is a quick learner so he needs to put more effort into learning PostgreSQL internal design especially Logical replication design as he is working on BDR.	
What can EDB/your manager do to better support you?		

Competencies	Manager Feedback	
Collaboration/Relationship Building	Davinder has good interaction with the team members, he approaches them for help as and when required to unblock himself. While working on help support and tab-completion project, he worked with multiple people and he has shown very good collaboration. He listens to reviewers and the committers and is very adaptive to changes so it's always easy to work with him.	4
Communication Skills	Davinder explains his problem clearly to other colleagues and in the team meetings. He needs to work on the detailed design understanding of the module he is working on and that will help him complete his work faster. He needs to be more active in team meetings and he should put forward his opinions.	3
Functional/Job Knowledge	He is able to complete his assigned work, he has completed both the assigned task BITAND and BITOR as well as Help support. While implementing BITAND and BITOR, he has worked on multiple different algorithms and identified the most performant one and that is really appreciated. He need to put some more effort in learning different PG/PPAS modules and that will help him in improving his productivity.	3
Internal/External Customer Focus	Davinder works on customer bugs and timely fixes them. I think he needs to increase his involvement in customer escalations and he has to be a little proactive in picking the escalation.	3
Outcomes Orientated	Davinder is able to complete his assigned work on time. He needs to be more proactive in picking reviews from others and helping other team members in completing their goals.	3
		3.2
Open Ended Questions:		
Where do you think you have made the most significant contribution this past year?	Davinder has mainly worked on BITAND and BITOR, the Oracle compatibility feature which will make it easy for the customer to move from Oracle. He also worked on help support and tab-completion that will improve the usability aspect of the EPAS.	
Where do you believe is your biggest personal improvement area for the coming year?	He needs to be more proactive in the team meetings and he should put forward his ideas in the team meetings. He needs to work on improving his design-level knowledge of different PostgreSQL modules.	
What can EDB/your manager do to better support you?		