# Appraisal

### Intelligence Quotient (IQ) Core Competencies (required)

Intelligence Quotient (IQ): A measure of ability to assimilate information quickly and apply that information appropriately

|  | Development Area | Fully Proficient | Strength |
| --- | --- | --- | --- |
| **Problem Solving and Decision Making (IQ)** |  |  |  |
| **Business and Technical Competencies (IQ)** |  |  |  |
| **Continuous Learning (IQ)** |  |  |  |

I have a clear understanding of the business and possess technical competencies to work on development and maintenance of data connectors. This year, I have mainly focused on the Kingdom 2015 data connector. I have successfully drilled down and identified technical problems in the development kit and table provider. I have added a test case baseline for Kingdom 2015 to keep the data-connector robust, and to detect bugs generated by code changes.

I continuously learn from past development patterns and apply them on similar problems I encounter. Many of the issues I have solved have allowed me to acquire more knowledge in the Seismic and interpretation areas, which I had not had previous experience on while working on Petra 4. I try to find better ways to complete the tasks involved in development more efficiently with tools that can simplify my work.

### Emotional Quotient Core Competencies (required)

Emotional Quotient (EQ): A measure of reliability, dedication and adaptability

|  | Development Area | Fully Proficient | Strength |
| --- | --- | --- | --- |
| **Dependability (EQ)** |  |  |  |
| **Adaptability/Change Management (EQ)** |  |  |  |
| **Organizational & Time Management Skills (EQ)** |  |  |  |

(Add the dependability)

I consistently complete the job with minimal supervision and I have good adaptability as I have been able to handle changes, and adapt to new tasks in my job. I keep management informed of my progress and maintain a list of development and testing tasks.

### Social Quotient (SQ) Core Competencies (required)

Social Quotient (SQ): A measure of a person's communication skills, ability to build relationships internally and externally, ability to work as part of a team

|  | Development Area | Fully Proficient | Strength |
| --- | --- | --- | --- |
| **Empathy (SQ)** |  |  |  |
| **Relationship Building (SQ)** |  |  |  |
| **Communications Skills (SQ)** |  |  |  |

I have good verbal and written skills, and have improved in explaining complex ideas where I have questions. (Relationship Building and Work as part of a team)

### Major Tasks/Accomplishments Completed (required)

List 3 to 5 major tasks or accomplishments

1. Completed core development of Kingdom 2015 data connector.
2. Completed a test-case baseline for maintaining the main Kingdom 2015 data connector.
3. Helped versioning of other data connectors.

## Development Plan

**Short Term Goals in the next 6 months** (Include Action Steps)

1. Prepare Kingdom 2015 for release.
   1. Fix remaining issues for Kingdom 2015.
   2. Maintain table provider when issues are reported by IHS or clients.
   3. Check for performance improvements for Kingdom 2015,
   4. Improve Kingdom 8/2015 data connector code-base with better coding practices and patterns.
   5. Maintain communication with supervisor on Kingdom and Petra data connectors.
   6. Maintain communication with IHS regarding Kingdom and Petra.

**Long Term Goals in the next 6 to 18 months (required)**

(Include Action Steps)

1. Maintain and support the Kingdom and Petra data connectors
   1. Update test case baseline with test cases added during bug fixes and enhancements.
   2. Improve Kingdom data connector code with better coding patterns.
2. Maintain, support and help develop on other table providers (such as Studio, EPOS)
   1. Become more acquainted with other data connectors and the OpenSpirit infrastructure.
   2. Work on development and maintenance of layers that interface with the table provider.
   3. Gain more experience with the OpenSpirit infrastructure.
   4. Hope to grow professionally within the orgainization

**What activities will help you develop yourself?**

1. Further work in .NET based table provider could help me strengthen skills in designing data connectors. Also with my knowledge of table providers I can extend my work to layers that interface with the table provider.
2. I would like to take some courses in Geosciences. I think that would help me obtain more skill and knowledge in the area of Geosciences. This would allow me to better understand how to implement the business rules for some of the tables in a data connector’s table provider.

### Comments