



# Brag Document

ThoughtWorks as Senior Consultant



# 2024.Performance\_Evaluation#1

## What are my **strengths**?

I see that you are a very technically advanced developer, you always manage to do very well in any story you work on, both in the back-end and front-end. Speaking less about the technical side, you are a wonderful person, it is very good to work with you, because you have a very good active listening ability, you can express your ideas well and above all, you are a very kind person!

I see that you are on the right path to becoming a leader and technical reference, I am sure that the team you are in will be in good hands.

Another thing that I see is that you also have very strong communication skills, always striving to keep the entire team up to date with important information, whatever it may be. I think this contributes greatly to your becoming a leader!

## What are my **development opportunities**?

This depends on the developer, but I think it's a good idea to try to draw or write down a step-by-step plan of what will be done in the story before pairing. That way, even if it's not possible to communicate during the pairing (for whatever reason), the other developer can get an idea of how the story is progressing, as well as knowing what needs to be done.

But as I said, this type of practice varies from developer to developer, so if it doesn't work for you, that's okay! Other than that, I didn't find any development opportunities.

## Anything else you would like to share with me?

Not at the moment.

# 2024.Performance\_Evaluation#2

## What are my strengths?

Jose's key strengths include:

1. Passion and dedication to his work
2. Engagement and interaction
3. Utility skillset and teammate

### Passion and dedication

At the very outset of our working relationship (just before the team's inception in São Paulo), Jose demonstrated an eagerness to problem solve, to be an outstanding team member, to learn the client's business and industry, as well as to achieve results for both Ipsos and Thoughtworks. Four months in and that same drive is present every day in Jose. He is so committed to success for his client, the product we're developing, Thoughtworks and himself. I have seen throughout my life that there's a high correlation between passion and success. I encourage Jose to bring that passion and dedication daily and the rewards will soon follow. Thank you for bringing your best daily!

### Engagement and interaction

Jose is inquisitive and social. He loves engaging to learn as I've witnessed him continually asking questions to better understand. He is an active listener that uses this skill to improve his knowledge and better solve user problems. He also isn't afraid to provide a contrasting opinion or perspective, which both gains respect and demonstrates his engagement. To me, these qualities are the foundation to leadership and I applaud Jose for putting himself out there through this engagement and interaction/interactivity.

### Utility skillset and teammate

When I say "utility", I'm referring to Jose's ability to sit in any seat on this team and lack of fear for flexing different skill muscles. Jose was instrumental in establishing the three environments bringing stellar infrastructure skills to the team. He also is extremely comfortable developing both back and front ends of user stories. Jose is first to assist Eduardo on QA tasks when a logjam of stories impacts Eduardo's work. Truly appreciate how Jose can easily slot into wherever the team needs him daily.

## What are my development opportunities?

Jose's areas for development include:

1. Communication (written and verbal)
2. Apologizing

### Communication

I want to start by saying that Jose's communication skills are good. With that said, I believe Jose can develop into a true leader of technologists and that is why I'd like to see him continue to explore ways to improve both written and verbal communication skills. Thoughtworks provides amazing resources in this area from a license to GoFluent to Campus-based learning opportunities. I also encourage Jose to seek opportunities to practice these skills by writing documentation, reports, and other business communications to improve his writing skills to volunteering to demonstrate in showcases, lead retros, and other places to practice the verbal skills.

### Apologizing

Jose's demeanor is one of emotional compassion, respect, and values. I strongly support and honor this about Jose. To me, it makes him a great teammate and someone we all want to be around both during and after work. I have noticed that this demeanor leads Jose to saying "I'm sorry" a lot when he feels as though he's not living up to expectations, feels as though his disrespecting someone, or is making someone feel badly. I believe these concerns are in Jose's head and not what others are actually feeling as I know I've never felt any of that from my interactions with Jose. The result is that I hear him apologizing a lot. I would encourage Jose to perhaps inquire with others (back to the above and practicing verbal communication skills) as to whether he is negatively impacting them and if he is, then an apology is appreciated and warranted. If not, this is good data for Jose to take in as then he might feel less inclined to apologize as often. I mention this about apologizing because it can come off as a sign of insecurity, weakness, and/or uncomfortableness. I don't want Jose to have those feelings nor do I want those that interact with him to perceive Jose in any of those ways. That's why I think it would be good for Jose to get to the root of why he apologizes often.

## Anything else you would like to share with me?

I'd like to extend a huge thank you to Jose for all he's brought (and will bring in the future) to the Ipsos account and team. His respectful, compassionate nature endears him to his teammates and clients enabling Jose to be recognized as a key contributor to our success. Jose brings all of himself to his work and the team. He has worked extremely hard and effectively to gain the trust of his teammates. Can't wait to continue to work with Jose on this and other future client projects at Thoughtworks. Our team is achieving our goals and delivering amazing value for our client with Jose having a very positive impact on those results. Keep up the great work!



# 2024.Performance\_Evaluation#3

## Content

What are my strengths?

One of the qualities I most appreciate in José is his ability to listen actively. There is a clear distinction between merely hearing someone speak and making a conscious effort to truly understand what they are saying. In my opinion, this is one of the most important skills an individual can possess, and it is even more valuable in the context of multilingual collaborations.

Additionally, José has a remarkable ability to rationalise complex and abstract concepts, which makes him an essential contributor to the creation of any software, not just through individual effort but through collaborative problem-solving. His input to the creative process has consistently supported innovation, and his contributions have always been greatly appreciated.

What are my development opportunities?

To be honest, I don't have anything significant to suggest for improvement. However, if I were to offer a general observation based on the project we worked on together, I did notice a few "inconsistencies" between UI elements that could perhaps have been addressed. I don't mean to imply a lack of attention to detail—far from it—but rather to highlight the importance of maintaining a consistent, systematic approach to development, as well as to the user interaction experience.

Given that the project we worked on was still evolving and far from perfect, I believe these inconsistencies were a natural consequence of the iterative changes and adaptations to the UI. This comment is therefore not intended as a direct development opportunity for you as an individual contributor, but rather as a consideration for you in your role as a leader.

Anything else you would like to share with me?

It has been a pleasure working with you, José. My only regret is that we didn't have the chance to work more closely and explore some of the ideas you've consistently shared.

You are an outstanding developer, and I truly value the opportunity to collaborate with you. On a personal note, I am grateful for the chance to work alongside you, and I sincerely thank you for all your contributions.