

Performance Review



Name: Matthew Thomas Start Date: 6/16/2014
Clock #: 129179 Review Begin Date: 6/16/2014
Position: Consultant Review End Date: 12/31/2014

Competencies

Owner

1. Strengths/Accomplishments:

2. Development Areas:

Response:

3. Customer Focus: Is dedicated to meeting the expectation and requirements of internal and external customers; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.

Needs Improvement Below Average Average Above Average Superior

Comment:

Matt has been on conference calls with the business. He has also done some presentations to the business on changes he has made. The business knows what Matt does is solid and sound.

4. Drive for Results (LWQ): Counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.

Needs Improvement Below Average Average Above Average Superior

Comment:

If we give Matt a task it will get done and it will be done in a reasonable amount of time. It will be done right the 1st time.

5. Problem Solving (LWQ): Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.

Needs Improvement Below Average Average Above Average Superior

Comment:

Matt does a very nice job taking a task and coming up with a solution in a manageable time. He will also make the code manageable for future development changes.

6. Business Acumen: Knows how businesses work; knowledgeable in current and possible future policies, practices, trends, technology, and information affecting his/her business and organization; knows the competition; is aware of how strategies and tactics work in the marketplace.

Needs Improvement Below Average Average Above Average Superior

Comment:

There is a lot for Matt to cover on our WMS and QPS systems. But he is doing a very nice job picking up on understanding the process and how the information flows.

Leader

7. Strengths/Accomplishments:

Response:

8. Development Areas:

Response:

9. Planning (LWQ): Accurately scopes out length and difficulty of tasks and projects; sets objectives and goals; breaks down work into the process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.

Needs Improvement Below Average Average **Above Average** Superior

Comment:

Matt is proactive. He does his best to work with the team from the start so everyone is on the same page with the development style they are going to do. Though at the same time Matt could work on this as well.

10. Managing and Measuring Work (LWQ): Clearly assigns responsibility for tasks and decisions; sets clear objectives and measures; monitors process, progress, and results; designs feedback loops into work.

Needs Improvement Below Average Average **Above Average** Superior

Comment:

Matt does a very nice job evaluating the tasks he is provided prior to starting them. If he feels they are underestimated he will adjust them as needed and he does a very nice job keeping us in the loop when he does so. Matt does create some tasks for us to work on. He does his best to make the tasks as detailed as possible so if someone else is going to work on it they will understand it.

11. Process Management: Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient work flow; knows what to measure and how to measure it; can see opportunities for synergy and integration where others can't; can simplify complex processes; gets more out of fewer resources.

Needs Improvement Below Average Average **Above Average** Superior

Comment:

Matt has done a very nice job picking up on our Development, Beta and Production environments. He is doing a good job getting a beta out there. The area to focus on is to keep the testers in the loop when it's their time to start testing. Otherwise he has picked up on our software development life cycle very well here at Quad.

Team Builder

12. Strengths/Accomplishments:

Response:

13. Development Areas:

Response:

14. Approachability (LWQ): Is easy to approach and talk to, puts others at ease, possesses above average listening skills, builds strong work relationships with co-workers.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Matt has worked closely with the team. The team is going to Matt for development questions since they know he can help grow their knowledge.

15. Conflict Management (LWQ): Steps up to conflicts; seeing them as opportunities; reads situations quickly; good at focused listening; can hammer out tough agreements and settle disputes equitably; can find common ground and get cooperation with minimum noise.

Needs Improvement Below Average Average **Above Average** Superior

Comment:

When Matt started he was working on a project with Ivan who is another external consultant. At the time Matt did not realize Ivan was working on the same project. If Matt knew a major piece was about to be worked on he would work with Ivan to be proactive on sharing code.

16. Motivating Others (LWQ): Creates a climate in which people want to do their best. Empowers others, gets people to act as owners, makes them feel their work is important to the organization.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Matt worked with Ibrahim, our intern, and kept him moving on some work. When Aaron was busy, Matt worked with Ambrose to come up with a solution.

Individual Contributor

17. Strengths/Accomplishments:

Response:

18. Development Areas:

Response:

19. Integrity and Trust (LWQ): Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Matt will admit to a mistake. He is direct and he does not make a task sound easier than it is. He gives a straight answer.

20. Action Oriented: Enjoys working hard; is action oriented and full of energy for the things s/he sees as challenging; not fearful of acting with a minimum of supervision; seizes more opportunities than others.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Matt does well picking up tasks. He doesn't wait for work to be handed to him.

21. Dealing with Ambiguity (LWQ): Can effectively cope with change; can shift gears comfortably, can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Matt has done very well working with the team. He has been doing a nice job understanding the problem which needs to be resolved and the business process.

22. Functional / Technical Skills (LWQ): Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Matt has gained some knowledge and has seen some other code bases besides his own. He has done a very nice job picking up on the technologies Quad uses and he has done a nice job with unit testing.

23. Technical Learning: Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge-like Internet technology; does well in technical courses and seminars.

Needs Improvement Below Average Average Above Average **Superior**

Comment:

Spent the 1st couple of weeks getting up to speed. He has become comfortable with App deploy and crucible. He has used other code review systems but never crucible. It appears it was easy for him to pickup. He also used SVN and team city. Matt was able to expand his knowledge by building his 1st WCF method with Quad. He did a nice job picking up on the new technology.