1. Client Relationship and Business Development:

- Goal 1: Establish strong client relationships

Performance Measure: Regular feedback from clients indicating high satisfaction and repeat business.

- Goal 2: Contribute to business growth

Performance Measure: Successful conversion of leads or expansion of existing projects, leading to increased revenue.

2. Core/Client Service Delivery:

- Goal 1: Deliver high-quality full stack solutions

Performance Measure: Consistently meeting project milestones and client requirements, with minimal rework.

- Goal 2: Enhance cross-functional collaboration

Performance Measure: Positive feedback from the backend team on the quality and compatibility of your front-end work.

3. Working Mindset:

- Goal 1: Adapt to a full stack development mindset

Performance Measure: Demonstrated ability to work seamlessly on both front-end and back-end tasks, as evidenced by successful project contributions.

- Goal 2: Continuous learning and skill improvement

Performance Measure: Completion of relevant courses or certifications and successful application of new skills in projects.

4. Quality & Risk Management:

- Goal 1: Ensure project quality and stability

Performance Measure: Reduced bug reports and higher project stability as reported by quality assurance and testing teams.

- Goal 2: Mitigate project risks

Performance Measure: Successful identification and resolution of potential issues that could have impacted project timelines or quality.

5. People Leadership:

- Goal 1: Mentor and guide team members

Performance Measure: Positive feedback from colleagues and team members on your leadership and mentorship.

- Goal 2: Foster a collaborative team environment

Performance Measure: Improved team dynamics and cooperation as measured through team surveys or feedback.

6. Living Our Purpose:

- Goal 1: Align with company values and mission

Performance Measure: Demonstrated commitment to the company's values and mission in your actions and decisions.

- Goal 2: Contribute to corporate social responsibility initiatives

Performance Measure: Active involvement and positive impact on CSR projects or activities.

7. What Are You Known For – Skills, Knowledge, Special Abilities:

- Goal 1: Acquire expertise in full stack technologies

Performance Measure: Recognition and acknowledgment from peers for your proficiency in both front-end and back-end technologies.

- Goal 2: Build a personal brand as a full stack engineer

Performance Measure: Increased online presence through blog posts, open-source contributions, or public speaking engagements.

**Full stack checkpoints:**

1. Front end – React, Redux, Redux Thunk, React Router
2. Back end – Node.js, Nest.js
3. Databases – relational (postgres sql, mongo db)
4. Infrastructure & Deployment – Jenkins