**Short cuts:** You do not follow best possible way but try to implement quick fixes and take short cuts which hamper the overall work you have done till then. This may put a project in schedule and functional jeopardy.

Step Taken:

1) I think, you are right , Generally, I take copy the old module and update it for meeting timeline. Sometimes what happen if any old code there, it will give fatal error.

2) First test the new requriement and also test old requriement that you copied, Before commiting done.

3) Encrease the estimate so that while commiting tasks- so you get more time for proper unit-testing

Way of coding/Code quality: You do not make sure that code you are delivering is of highest quality. This links back to the shortcuts point. You need to make sure that the code quality is up to the mark and the timelines are still followed.

Step Taken:

1) Reading and understanding core module properly I will get knowledge of improve code quality.

**Action Done:**

**Listening skills**: You have poor listening skills. Start talking too early and not listening to the next person gives a wrong impression and also the discussion is never fruitful. It has been experienced that discussions with you are typically difficult due to this one trait.

Step Taken:

1) Yoga and metation will help me on this.(I have stated 30 min Yoga in my daily life)

**Team bonding, way of talking to team members**: Talking to people with right context is very important for maintaining right balance. Coming across quarrelsome hampers the communication and which has been an issue with you for long.

Step Taken:

1) Sometimes what happen, team member lieing about the exact probelm. And they trying to empress others colleages by telling false a. Then I feel pain on my head. Reducing this I have suscribe so edutation program exist in internet.

<https://www.coburgbanks.co.uk/blog/staff-retention/ways-to-encourage-teamwork/>

<https://www.pluralsight.com/>

**Attention to details**: You need to understand the objective of work. Every details has to be checked before it goes out of your hand. This has been observed and reported as an issue with your work. You do not make sure that everything that goes out from you as status, whether it’s a simple work done status or a complex functionality like Coupons in Magento, you do not make sure that you verify it from all angles.

We also discussed the following mitigation plan:

We will observe these points in next one month. We will meet again on 24th July to review.

You will set up meetings with Abhishek and show him your improvements. You can document the evidences and show him that.

You will take initiatives to improve and will ask any help to any one of us proactively. We are there to help you and guide you when required and asked.

Step Taken:

1) Eolvement while requriement grather, Document it, Proofing with team manager of your undestanding will help reduce error.