# Manoj anna

Focus on main work, other add on’s can be managed/ignored by you speaking up if needed.

People above me should blindly believing that I can take care of the tasks that I am given.

Be ready to take ownership.

# Srikanth anna

Try to have more hands-on with end-to-end app development.

# Madhuri

**Work on giving estimate for a task.**

Don’t over complicate solution (can be solved by gaining more domain knowledge)

**Don’t try to get out of a situation hurriedly or to be quick**, fix the solution best way possible, then move out like a king.

**Take a step back and analyze.**

# Performance review

Below all met expectations, except for LND.

Target is to have 2 or more **EXCEEDS EXPECTATIONS.**

## Quality of Work

### Pros

coding/technical skills are good

**Shows positive energy** in undertaking challenges related to the assigned tasks.

### Cons

should be **more independent** on his assigned tasks as expected from his role

he has scope to improve quality on those task deliveries

## Productivity

### Pros

flexible when required and adapts to pressure

work is efficient

### Cons

be more self aware of bigger picture of the project.

his work needs cross checks from seniors. I definitely **see improvement on this**

## project Management and Delivery

### Pros

improved up documentation skills recently and been very helpful on the App templates project.

* readme files,
* code comments are incorporated well.

### Cons

Time estimations can be improved as sometimes the estimate slip a lot.

## Communication

### Pros

Overall, his communications are good during the meetings.

He is well communicated with consultants working with him.

### Cons

I see scope to improve on his presentation skills.

## LnD (I personally don’t like to see not having any pros here, I want to do whatever it takes to see “EXCEEDS EXPECTATION” in this category.)

### Pros

### Cons

* He need to improve his knowledge on django/database, API design and in general software practices/process.
* I would like to see him setting learning path on this.
* Once he becomes skilled on this, then sai vinil can extend his learning to other tech stacks like frontend and cloud.

## Professionalism – professionalism lo nu thopu ayyav -so don’t focus on developments here, as you have other priority areas to be developed.

### Pros

Very well behaved with the team and very social.

He likes to be on team for all the meetings and maintains good working hours.

He connects well with cross functional teams in daily office visits.

Overall, on this metric he is doing very good.

### Cons

## Overall comments

### Pros

Overall he has good coding skills.

He works well within the team and shows willingness to help when asked.

### Cons

often needs the direction on the tasks.

He needs improvement on ownership and be less independent.

I recommend him to focus more current tech stack and become expert on it before adding learning path to new skills.