

Self Assessment

Employee Id: SOL00494

Employee Name: Mohammed S

Job Description: B3_DELIVERY

KRA Assessment Already Submitted and can not be modified

Status: Waiting for Manager Review

Employee Score: 3.795

Category	Score	Comment
B3_Technical Competency Assessment	Avg. Score: 3.774	
Accountability	Often Exceeds Expectations	<p>Work on the tasks assigned and responsible for the ownership of tasks.</p> <p>Work Independently and also with team to deliver the tasks on time.</p> <p>Complete the task within the timeframe and with best practices to optimize the code for efficiency.</p> <p>Provide the faster way to fix various bugs in realtime situations.</p> <p>Took full ownership of end-to-end delivery for critical modules in Titan, ensuring timely and high-quality releases.</p> <p>Maintained high code quality standards through regular code reviews and adherence to best practices, contributing to a more stable and maintainable codebase.</p> <p>Work during the extra support hours and provide the support even during the non working hours and weekends.</p>

Client Relationship Management	Meets Expectations	<p>Have calls with client for requirements gathering and understanding the new implementations.</p> <p>understand and provide the optimal solution to the requirement.</p> <p>To respond within the SLA to the Production support tickets.</p> <p>Maintained regular communication with client stakeholders to manage expectations and provide updates on progress, timelines, and risks.</p> <p>Resolved client-reported issues efficiently and professionally, reinforcing trust and satisfaction with our team.</p>
Communication	Meets Expectations	<p>Communicate on the progress and blockers for the tasks assigned.</p> <p>Conducted knowledge-sharing sessions and team briefings to keep everyone informed about architectural changes and new technologies.</p> <p>Provided constructive feedback in code reviews and performance discussions, contributing to a culture of openness and continuous improvement.</p> <p>Actively listened during team discussions, ensuring all voices were heard before making decisions.</p>
Cultural Sensitivity	Often Exceeds Expectations	<p>To follow professional respect towards all the team members and treat them equally.</p> <p>To follow etiquettes when communicating to clients and team members.</p> <p>To speak to all peers with same professionalism and act with</p> <p>Supported new team members during onboarding to help them integrate smoothly into the team.</p>

Developing People	Often Exceeds Expectations	<p>Actively mentored junior and mid-level developers through regular one-on-one sessions, resulting in measurable growth in their technical skills and confidence.</p> <p>Facilitated knowledge-sharing sessions, including deep dives into system architecture, performance optimization, and secure coding practices.</p> <p>Provided timely and constructive feedback during code reviews, focusing not just on the "what" but the "why," to encourage learning and improvement.</p>
Holding People Accountable	Often Exceeds Expectations	<p>Set clear expectations for deliverables, quality standards, and timelines at the start of each sprint, ensuring team alignment and ownership</p> <p>Addressed performance issues and recurring blockers directly and constructively, leading to improved individual accountability and reduced project delays</p> <p>Balanced accountability with empathy—supported team members facing challenges while ensuring work commitments were respected and timelines remained on track.</p>
Influencing	Often Exceeds Expectations	<p>Influenced by working independently and ownership of tasks.</p> <p>work during the extra support hours and provide the support even during the non working hours and weekends.</p>

Lead By Example	Often Exceeds Expectations	<p>Maintained a calm, solutions-focused approach during high-pressure situations such as production incidents, setting the tone for the rest of the team.</p> <p>Prioritized collaboration and respect in all interactions, setting a standard for open communication and mutual support across team members.</p> <p>Actively participated in code reviews, design discussions, and retrospectives as an engaged peer committed to collective success.</p>
Setting Direction	Often Exceeds Expectations	<p>Set technical standards and development processes that reinforced a culture of quality, efficiency, and continuous improvement.</p> <p>Collaborated closely with team members to ensure engineering decisions were aligned with customer needs and market trends.</p>

B3_Goal sheet	Avg. Score: 3.8	
Customer Relationships	Often Exceeds Expectations	<p>Have calls with client for requirements gathering and understanding the new implementations.</p> <p>understand and provide the optimal solution to the requirement.</p> <p>To respond within the SLA to the Production support tickets.</p> <p>Maintained regular communication with client stakeholders to manage expectations and provide updates on progress, timelines, and risks.</p> <p>Resolved client-reported issues efficiently and professionally, reinforcing trust and satisfaction with our team.</p>

On time delivery	Meets Expectations	<p>Work on the tasks assigned and responsible for the ownership of tasks.</p> <p>Work Independently and also with team to deliver the tasks on time.</p> <p>Complete the task within the timeframe and with best practices to optimize the code for efficiency.</p> <p>Provide the faster way to fix various bugs in realtime situations.</p> <p>Took full ownership of end-to-end delivery for critical modules in Titan, ensuring timely and high-quality releases.</p> <p>Maintained high code quality standards through regular code reviews and adherence to best practices, contributing to a more stable and maintainable codebase.</p> <p>Work during the extra support hours and provide the support even during the non working hours and weekends.</p>
Process Adherence	Often Exceeds Expectations	<p>Follow security measures and protocols to ensure the data and code is secure.</p> <p>Follow Confidentiality, Integrity, and Availability triad for provind the best interest of the company and the client.</p> <p>Follow company policies and professional uphold even outside the work environment.</p> <p>Follow the data security and complaiance best practises during work from home also.</p>

Quality of Work	Often Exceeds Expectations	<p>Work on the tasks assigned and responsible for the ownership of tasks.</p> <p>Work independently and also with team to deliver the tasks on time.</p> <p>Complete the task within the timeframe and with best practices to optimize the code for efficiency.</p> <p>Provide the faster way to fix various bugs in real-time situations.</p> <p>Maintained high code quality standards through regular code reviews and adherence to best practices, contributing to a more stable and maintainable codebase</p>
Team Management	Often Exceeds Expectations	<p>Set clear expectations for deliverables, quality standards, and timelines at the start of each sprint, ensuring team alignment and ownership</p> <p>Addressed performance issues and recurring blockers directly and constructively, leading to improved individual accountability and reduced project delays</p> <p>Balanced accountability with empathy—supported team members facing challenges while ensuring work commitments were respected and timelines remained on track.</p>

Training & Development	Often Exceeds Expectations	<p>Completed all required mandatory courses in the organisation.</p> <p>Keep upskilling my self with new features and releases related to Sterling OMS.</p> <p>Keep uptodate knowledge on the work related tools and programs.</p> <p>Actively mentored junior and mid-level developers through regular one-on-one sessions, resulting in measurable growth in their technical skills and confidence.</p> <p>Facilitated knowledge-sharing sessions, including deep dives into system architecture, performance optimization, and secure coding practices.</p> <p>Provided timely and constructive feedback during code reviews, focusing not just on the "what" but the "why," to encourage learning and improvement.</p>
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Employee Comments

As Lead Developer I am looking forward to upskill myself to further get promoted to the next organisational hierarchy

Career Aspirations

What are your career aspirations in the next 12 months?

As a lead developer I am looking forward to upskilling with managerial skills communication, decision-making, problem-solving, delegation, and strategic thinking

Tech Skills

What are the Technical Skills that you would like to Develop in the next 12 months?

As a lead developer I am looking forward to upskilling with managerial skills related to scrum master skills and JIRA planning skills.

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