Self Development

KUEHNE+NAGEL

Personality	Knowledge	Experience
Challenger	Theoretical	Empirical
Under qualified	Guided Tour	Limited Area
Continous	Faster / Long Term	Slower / Short Term
Team Lead	Trainer	Craftman

Unbalanced skill development

Development area

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Personality

Communication
Organization
Learning
Leadership
…

Knowledge

Experience

Technology

Business Domain

Team/Company processes
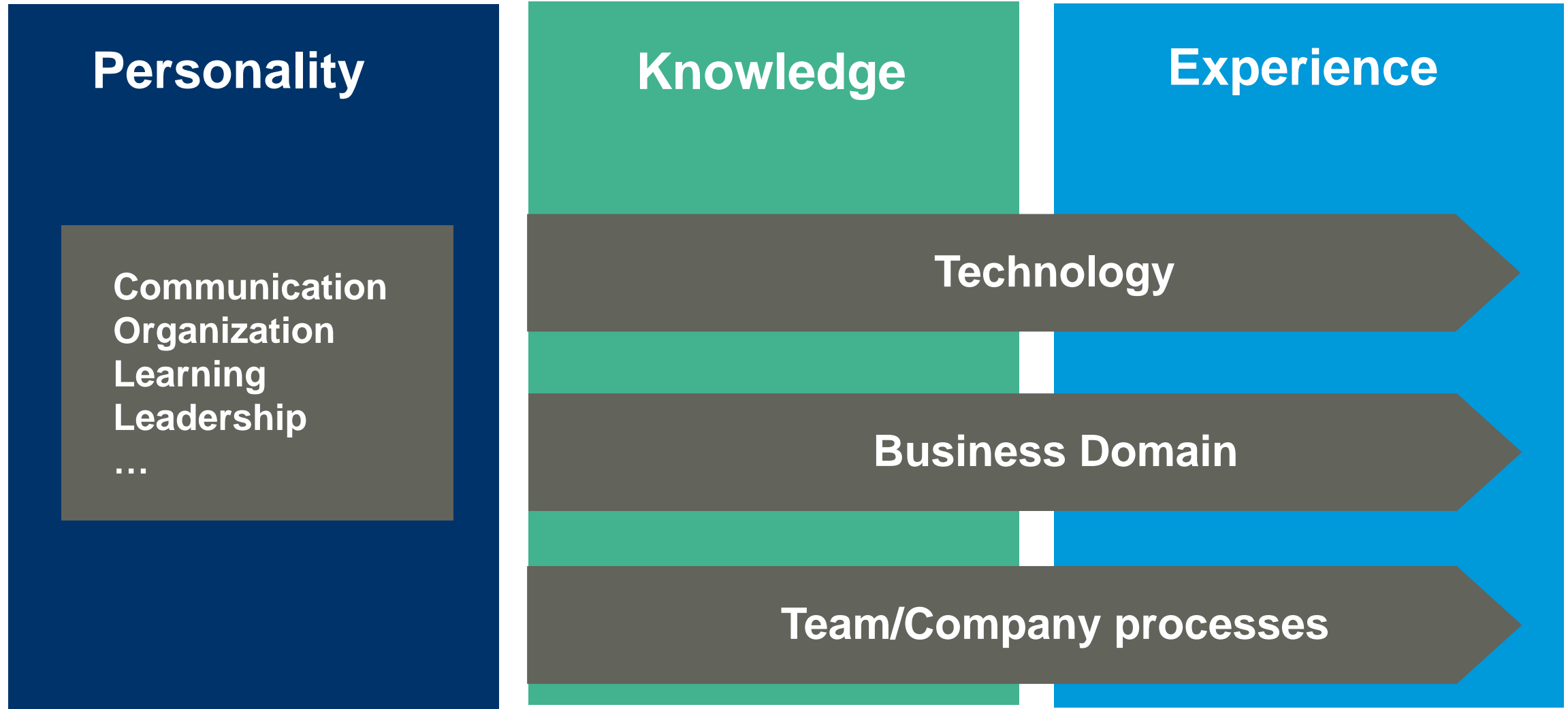
Communication by role
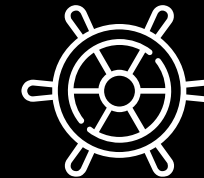

Product Owner

Software Analyst

Frontend Developer

Backend Developer

Quality Assurance

Devops Engineer

Junior Developer

- Can follow and complete basic coding tutorial
- Can solve SD tickets (investigate issue, bugs)
- Can develop Unit Test on existing code/requirement
- Can develop Unit Test on new requirement
- Can implement solution according to existing design

… Can work with small or moderate supervision

Intermediate Developer

- Can guess root cause of issues without watching or testing code
- Can design a solution for a new requirement
- Can develop a story from estimation to release
- Understand architecture of product and how components are affected by changes
- Are able to choose between solutions and explain reasons behind their choice.

…Can work without supervision, on any task from backlog

Senior Developer

- Mentor Junior and intermediate developers.
- Know what corners can be cut and what corners should never be cut.
- Know at least one and often several languages at the expert level.
- Are conservative about adopting new technologies, but not resistant to change
- Know business and technology and are able to communicate them on different technical depth

…Can coordinate and enable the work of the whole team

Inspire. Empower. Deliver.

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