

# May 2022 - April 2023 Performance Review Performance review

Completed May 19, 2023 | Shared Jun 8, 2023

## How has this person progressed over this review period?

Explain how this growth has helped this person achieve their goals and how it has positively impacted their performance. Refer to this person's self-reflection. This will give you a more holistic view of their performance over the last review period and make the evaluation easier for you to complete.

- I have observed Talon's growth from being a pure IC to someone capable of effectively being a QA Lead and taking ownership of tasks. During the 100kW testing, Talon was a bit passive in communicating with the vendor. Still, when we reached the 240kW product, Talon led discussions with our partner and ensured they met their deliverables.
- Talon is one of the most adaptable and flexible individuals I know, always prioritizing the business's best interests at any moment. He easily takes on new responsibilities, such as quickly shifting from heading up testing efforts on the relaunch of the Evercharge website to leading the testing charge on the mobile app and even automating Glance simultaneously.
- Additionally, Talon has taken on an informal teaching role with some of our less technical and junior engineers, teaching them Gherkin/Cucumber syntax for test case standardization/modularization and Cypress for automation. He exhibits a lot of patience and rigor for standards when teaching.

## What was this person's impact on team, department and organization over this review period?

- One of the critical members of our QA organization is Talon, who has played a crucial role in launching two new products and overseeing the redesign of our website.
- In his first week of work, Talon was already contributing to the launch of a new 100kW product by familiarizing himself with SmartPower and a new hardware

product. He proved himself a valuable team member by reporting nine bugs and providing on-ground support during the launch at IAH.

- Talon also played a critical role in the website refresh, taking on the challenge with less than a day's notice. He created 24 new test cases, filed 51 new bugs, and ran 56 test runs to ensure the smooth launch of the redesign.
- And when it came to the company's first mobile app, Talon stepped up again, working with our TPM to create many missing stories and coordinating with other team members to enhance the app's UI/UX, architecture, and responsiveness. 46 test cases were designed, 37 test runs and 60 bugs were filed by Talon in 3 months.
- Talon's skills were tested when he was given informal QA Lead responsibilities for the 240 kW product. He created a comprehensive test plan, worked with vendors, and trained other QA members to ensure that only the best product was shipped. He reported 29 bugs.
- Talon's suggestion to use XRay as a test case management tool has been a game changer for the organization, and his experience has been invaluable in improving traceability.
- Finally, Talon is helping QA enter the next automation chapter with his work on Glance using Cypress. We are highly anticipating seeing his POC and its impact on the quality of the Dashboard.
- Overall, Talon has proven himself to be a highly skilled and valuable team member, consistently exceeding expectations and contributing to the growth and success of our organization.

### **What blockers or challenges did this person experience over this review period that impacted their ability to meet expectations?**

Describe blockers that they managed to overcome as well as those they did not and note any obstacles that were outside of their control.

- Initially, not having a TPM for the mobile app and the 100 + 240 products posed a challenge in understanding what needed to be tested and the acceptance criteria. To address this issue, Talon took the initiative to push for better requirements and essential information by creating tickets and coordinating with team members.

- The QA team encountered difficulties testing the mobile app due to its inconsistent state. The UI of iOS and Android differed, and design and feature implementation were not synced. Additionally, unstable APIs and misaligned stakeholders added to the complexity. Talon stepped in to coordinate with team members and bring some order to the testing and development process.

Overall, how would you evaluate this person's performance?

	Sets a New Standard
<div></div>	Exceeds Expectations
	Meets Expectations
	Partially Meets Expectations
	Does Not Meet Expectations