

## We measure

### Skill Level / Technical Ability

How difficult and valuable are the kinds of problems you solve? How important/critical of a problem can you be given? Are you uniquely capable (in the company? industry?) of solving a certain class of problem, delivering a certain type of design, contributing to writing, or quoting, or training, etc.?

### Productivity / Output

How much delivered (not necessarily to customers), valuable, finished work did you get done?

Working a lot of hours is generally not related to productivity and, after a certain point, indicates inefficiency. It is more valuable if you are able to maintain a sensible work/life balance and use your time in the office efficiently, rather than working around the clock.

### Delivery Contribution

How well do you satisfy customers? How many opportunities did you help convert into sales? How happy was the customer that they received what they wanted? How successful did the project make the customer? What business problems were solved by what we produced?

We are a customer led organisation and doing the right thing for the customer is valued highly.

Things like deciding to not implement a feature, or going back to the customer to get more information and changing what we were going to deliver fits into this category.

How much do you contribute at a larger scope than your core skill? How much of your work matters to the deliverable? How much did you influence correct prioritisation of work or resource trade-offs by others? Are you good at communicating with customers to assist guiding the project to success?

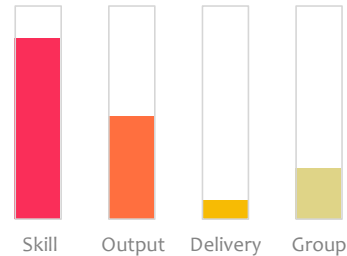
Things like being great at finding bugs would fall into this category.

### Group Contribution

How much do you contribute to company process, hiring, integrating people into the team, improving workflow, amplifying your colleagues, or writing tools used by others? Generally, being a group contributor means that you are making a tradeoff versus an individual contribution. Stepping up and acting in a leadership role can be good for your group contribution score, but being a leader does not impart or guarantee a higher stack rank. It is just a role that people adopt from time to time.

Contributions to culture, and the wellbeing of others would be included in this category.

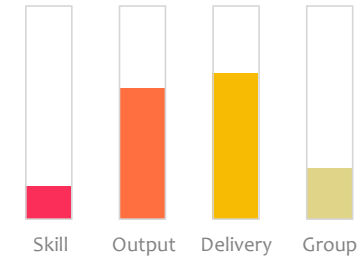
## You feel you contribute



### I've accomplished the following

- Proposed new way of organising stories, it was implemented and others found it successful
- XYZ

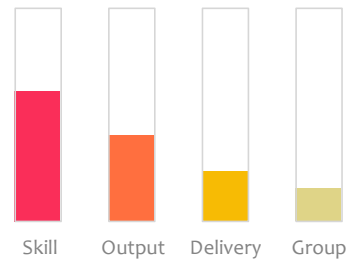
## You've chosen to focus on



### I would like to accomplish the following

- Read a book on Architecture and contribute to architectural discussions
- Learn more about Domain Driven Design and use it in my development

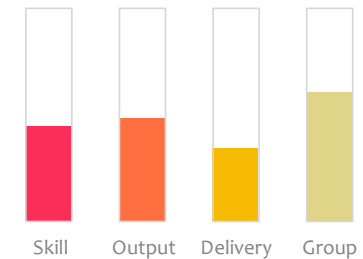
## Others feel you contribute



### Others would like to acknowledge your accomplishments

- I value your enthusiasm in the last parts of project X highly, it helped get it finished

## Others suggest you focus on



### Others would like to suggest improvement opportunities

- I would like you to help the team work well together. The relationship between Developers and Testers could be strengthened. We're all in it together

# Filling out self reviews

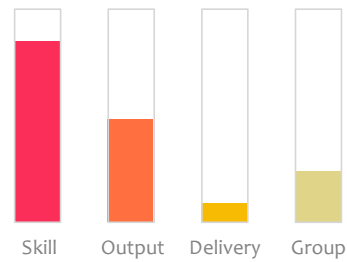
<http://michaelochurch.wordpress.com/2012/01/26/the-trajectory-of-a-software-engineer-and-where-it-all-goes-wrong/>

Company contribution  
Team contribution

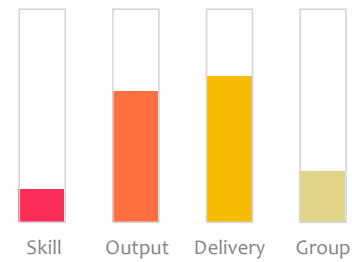
Company focus  
Team focus

Sponsors instead of  
managers?

## I feel I contribute



## I've chosen to focus on



## I've accomplished the following

How do you know that your accomplishment was successful?

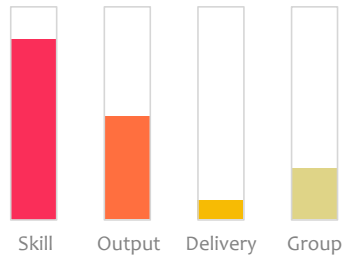
How did your accomplishment help work towards success? In what specific areas?

## I would like to accomplish the following

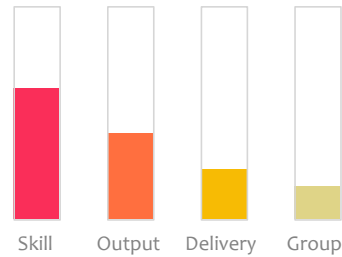
How are you going to measure the success of your goals?

# Filling out reviews for others

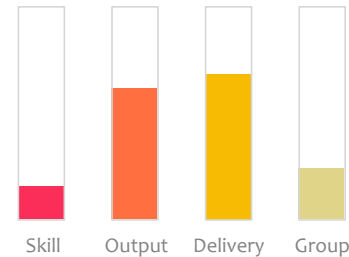
Bruce feels he contributes



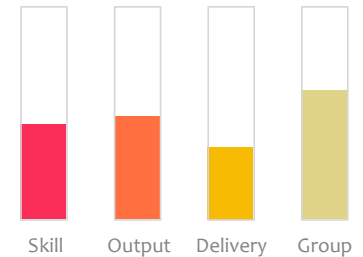
Bruce, I feel you contribute in these ways:



Bruce has chosen to focus on



Bruce, I feel you could focus on these areas:



**Bruce feels he's accomplished the following**

- Proposed new way of organising stories, it was implemented and others found it successful
- XYZ

**Bruce, these are what I feel are your accomplishments**

What was the effect of the accomplishment on our success?  
In what way did they make a difference?

**Bruce would like to accomplish the following**

- Read a book on Architecture and contribute to architectural discussions
- Learn more about Domain Driven Design and use it in my development

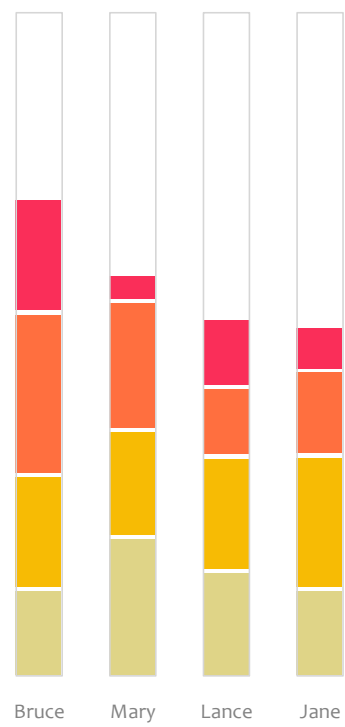
**Bruce, I feel you can improve in these ways**

In what way is your suggestion helping the individual work towards success?

How can they measure that they have been successful?

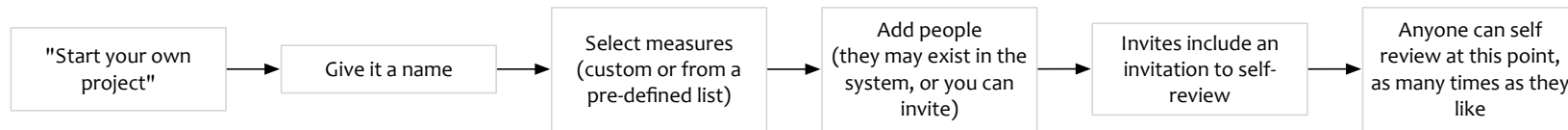
What would you like to see to show that they have improved?

Stack rank

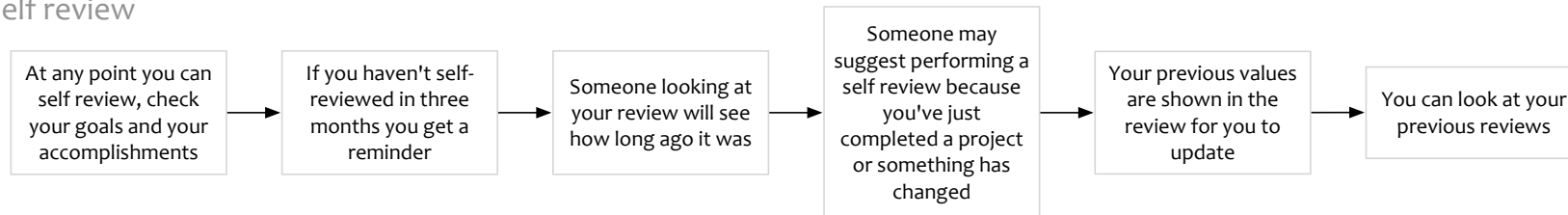


# Workflows

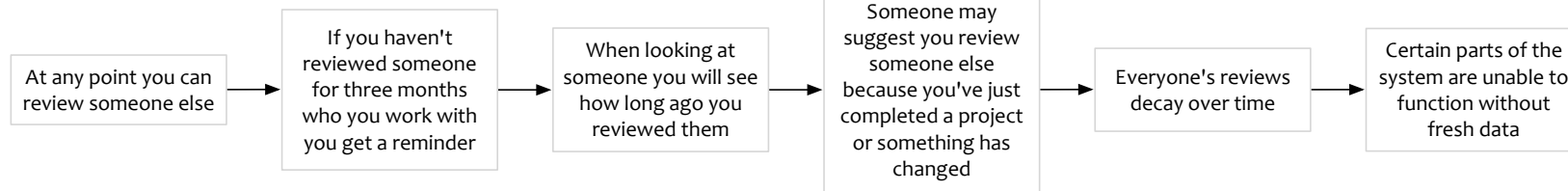
## Create a project



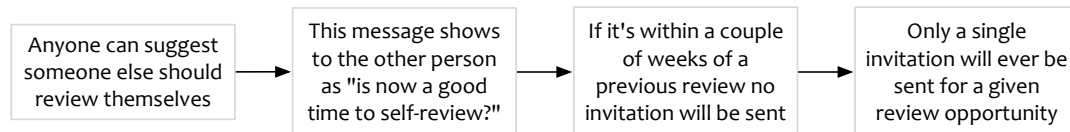
## Self review



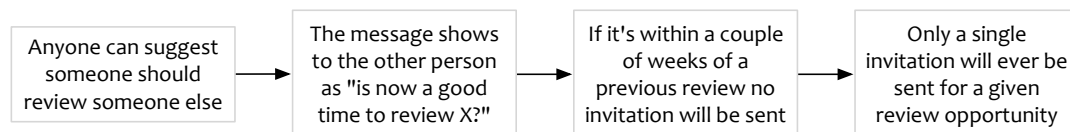
## Peer review



## Invite someone to self-review



## Invite someone to review someone else



# Workflows continued

[http://en.wikipedia.org/wiki/Viable\\_system\\_model](http://en.wikipedia.org/wiki/Viable_system_model)

## Distribute success

