Gestion de Projet Informatique

Partie 5 : Performance review (English version)
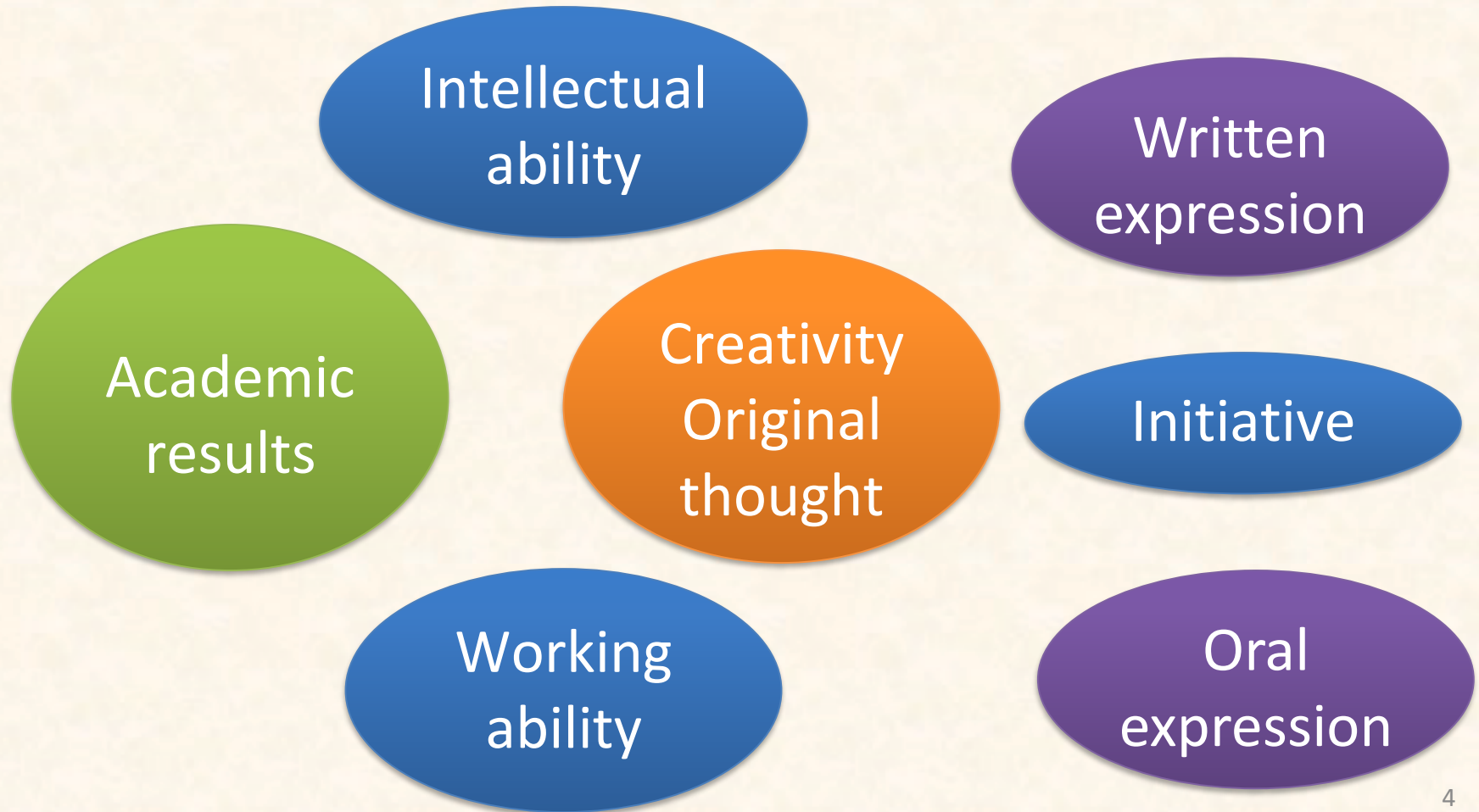
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Human can be ambitious, self-motivated and exercise self-control. It is believed that people enjoy their mental and physical work duties. According to them, work is as natural as play. They possess the ability for creative problem solving, but their talents are underused in most organizations.

Plan

- Academy to industry evaluation

- Job **skills** review

- Job **approach** review

- Today's activity

Academy to industry rating

Intellectual ability

Written expression

Academic results

Creativity Original thought

Initiative

Working ability

Oral expression

Academy to industry rating

- **What's the most important ?**
  - Intellectual promise
  - Ease in abstract reasoning
  - Motivation
  - Relative maturity
  - Potential
  - Capacity for growth
  - A clear future plan of career

Job skills review

- **Technical skills**
  - Level of job related skills. Awareness of best practices and methodologies. Familiarity with development tools and languages.

- **Job knowledge**
  - Knowledge of related technologies, familiarity with products and features. Awareness to emerging technologies and customer needs.

- **Innovation**
  - Generates ideas for new features' development, methods to improve development process and existing code base.

- **Problem complexity**
  - Solves highly complex and logical problems. Uses scientific method rather than "**let's just do it and then fix what doesn't work**" approach.

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Job skills review

- **Impact**
  - Individual decisions, designs, code have a unique and significant positive influence on the capabilities and acceptance of the product.

- **Skills development**
  - Keeps abreast of industry and emerging technologies, hones software engineering skills, shows interest in assignments that requires new skills and new challenges.

- **Quality of work**
  - Design and implementations are correct and seldom need to be re-worked, thinks a problem through before jumping to implementation, keep unit testing, actively seeks critique on code.

- **Productivity**
  - Completes assignments on or ahead of schedule, maintains a high workload, accomplishes tasks without too much difficulty.

Job skills review

- **Planning & organization**
  - Organizes his/her tasks effectively in order to be productive. Creates effective work breakdowns and accurate schedules. Manages competing priorities effectively.

- **Judgment**
  - Makes decisions based on sufficient data, requirements & knowledge, asks for help before it's too late, decisions can be trusted : there will be no unpleasant surprises.

- **Leadership**
  - Takes responsibility to guide other colleagues, guides team through a structured process of analysis, design and implementation, identifies issues and helps solve them, drives process to make timely, accurate and consistent decisions.

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Job **approach** review

- ## Attitude
  - – Optimistic, positive, can do, even tempered, does not crack under pressure. Team members enjoy working with this individual?

- ## Dependability
  - – Dedicated and can be depended on to get the job done. Does what is asked and more. A critical player during crisis or crunch time.

- ## Teamwork
  - – Selfless team member, the go-to person, goes beyond his/her own responsibility to increase the team's productivity.

- ## Communication
  - – Communicates effectively in meetings, via email and through well written documents. Good listening skills. Helps to keep team communication constructive and effective.

Job **approach** review

- **Cross organization**
  - Has excellent working relationship with peers in other departments and communicates effectively across the organization. May also include communication with outside groups.

- **Initiative**
  - Always asking for more work, keeps abreast of industry, hones software engineering skills, wants to take on more responsibility.

- **Flexibility**
  - Open mind to new assignments, likes challenges of new areas and platforms, understands and accepts the inevitable changes to strategy.

- **Customer satisfaction**
  - Works hard to satisfy customers internal and external to the organization. Listens to requirements and does his/her best to be attentive to customer needs.