



PERFORMANCE REVIEW

DEVELOPER

TEMPLATE





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CREWMOJO

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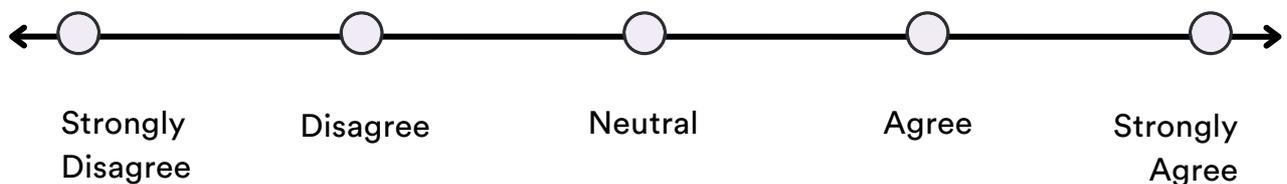
DEVELOPER REVIEW

Welcome to our Developer feedback and review.

The role of software engineers has evolved - these questions aim to cover the key behavioural requirements of the modern developer. This includes the technical, communication and collaborative skills that create strong relationships and great outcomes.

This person knows how to code well and is passionate about their craft

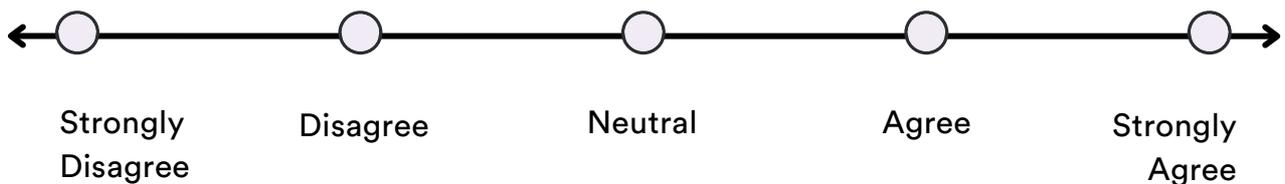
- They care about the quality of their code and work hard to maintain it.
- They keep other developers in mind when writing code and make it easy to understand their work.
- They avoid creating technical debt with a 'do-it-properly' mindset



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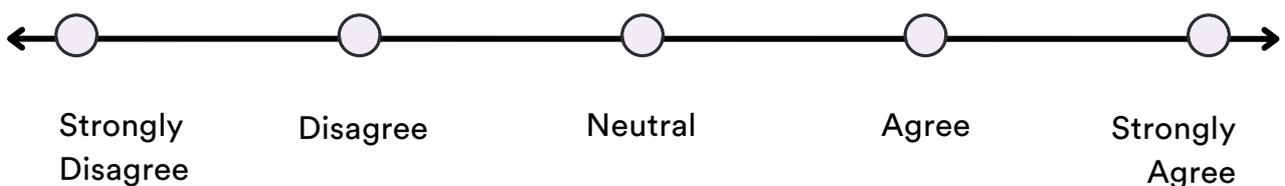
This person is motivated by the success of their projects

- They keep the user in mind when building features.
- They are innovative in their thinking and think about the future to see the patterns of issues their systems and customers could encounter.
- They build long-term solutions for these issues.
- They avoid putting technical correctness above user experience.
- They take ownership and responsibility for the entire product and bugs.
- They work closely with marketing and customer success to ensure that everyone is ready for each release.



This person is eager to learn new things

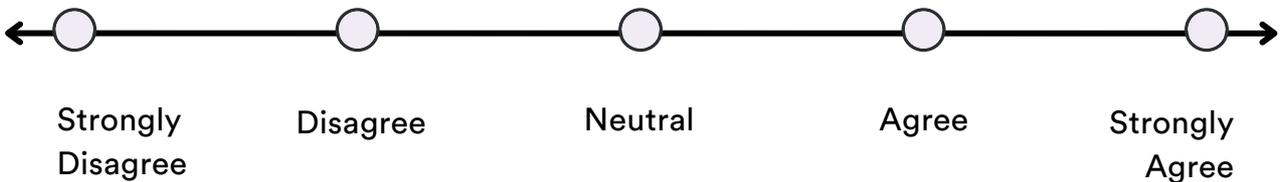
- They strive to understand how all the pieces of the architecture work together and what state they are in.
- They question the design and ideas behind features to solve for a solution.
- They understand what makes a good user experience.
- They avoid becoming attached to their favourite technology.
- They don't bring unnecessary dependencies into the project to suit their preferences.



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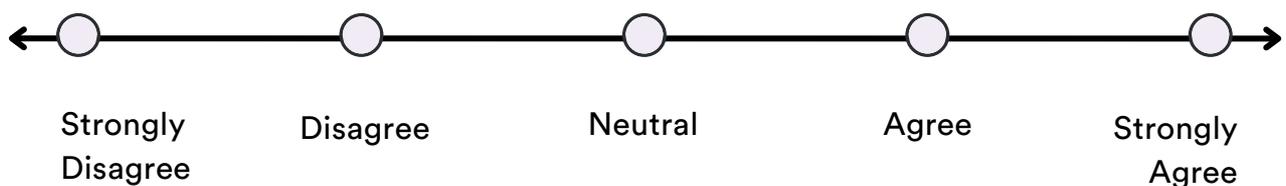
This person knows how to estimate their time on a task and makes sure they finish work in a reasonable amount of time with realistic deadlines.

- They prefer to use existing solutions, but aren't afraid to invent something new if it's necessary.
- They avoid creating stress for themselves and for the team by prioritising their time.
- They ask insightful questions before getting started to avoid wasted time.



This person assumes that what exists was designed with thought or prior reasoning in mind.

- They assume the previous author was qualified and seek to understand history instead of aiming to change things.
- They know the difference between standing on preference and principle.
- They strive for simplicity so others can understand.
- They don't aim for change to benefit their personal preference





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