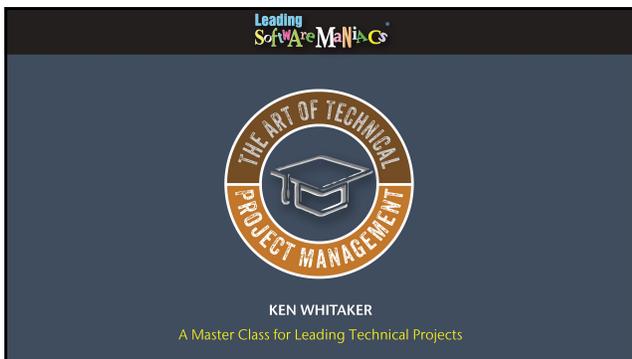




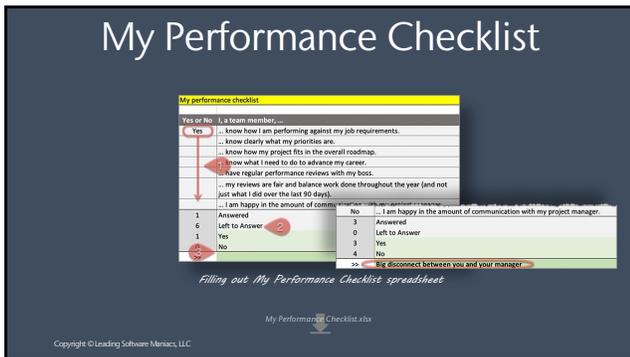
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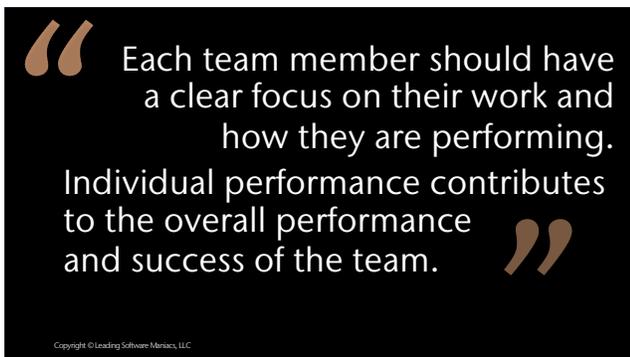
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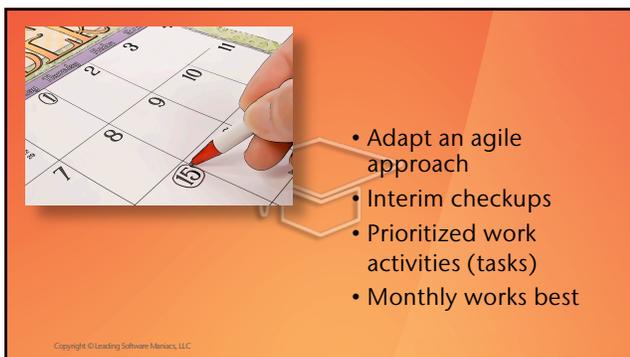
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Goal 1

The overall product development goal for the year is:

- All products are released on schedule with a focus on quality.
- Adopt our agile software development process that requires your participation with rapid cycles of planning, programming, and testing, and measurements.
- Migrate from a C++ programming language code base to platform-independent, object-oriented Java.

Career Path 2

To advance from associate software engineer to software engineer, keep these in mind:

- Establish a track record for on-time delivery of quality products on agreed-upon schedule.
- Demonstrate collaboration skills with team members to meet or exceed goals (above).
- Show the initiative to take on additional tasks proactively.

Identifying the goal and career path in a performance checkup

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7

Apr 2020 Checkup - ME

#	Goal	How to measure?	Result*
1	Continue coding and unit testing of the export module for app X. Take original C++ code and convert to Java.	Expected to take no more than two week sprints.	ME
2	Help the team respond to correct any functional bugs as found by QA.	No uncorrected priority level 1 or 2 bugs can drag over multiple sprints.	OU
3	Assist in the interview process for engineering intern.	Hire candidate by Jul 2020.	NI
4	Adopt the new tools—especially Docker and helping QA define the build scripting engine.	Embed technical documentation in comments complying with DevOps system rules.	ME

* OU=Outstanding, EE=Exceeds expectations, ME=Meets expectations, NI=Needs Improvement, UN=Unacceptable

Color legend:

- Must have: Required to accomplish
- Nice to have: Extra credit

Result	
OU	Outstanding
EE	Exceed expectations
ME	Meets expectations
NI	Needs improvement
UN	Unacceptable

A filled-out performance checkup example

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8

May 2020 Checkup

#	Goal	How to measure?	Result*
1	Complete coding and unit testing of the export module for app X. Take original C++ code and convert to Java.	Expected to take no more than two week sprints.	
2	Help the team respond to correct any functional bugs as found by QA.	No uncorrected priority level 1 or 2 bugs can drag over multiple sprints.	
3	Assist in the interview process for engineering intern.	Hire candidate by Jul 2020.	
4	Adopt the new tools—especially Docker and helping QA define the build scripting engine.	Embed technical documentation in comments complying with DevOps system rules.	
5	Assist in the interview process for engineering intern.	Hire candidate by Jul 2020.	

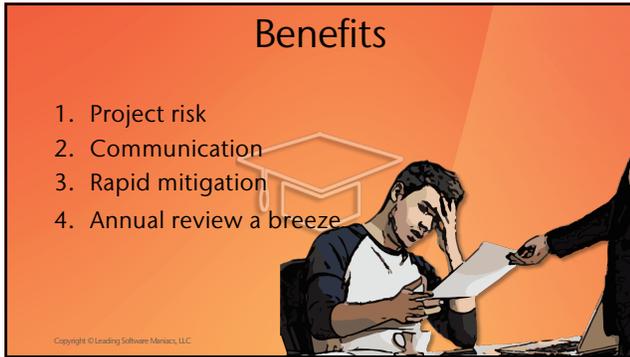
* OU=Outstanding, EE=Exceeds expectations, ME=Meets expectations, NI=Needs Improvement, UN=Unacceptable

An example of goals for the next performance checkup

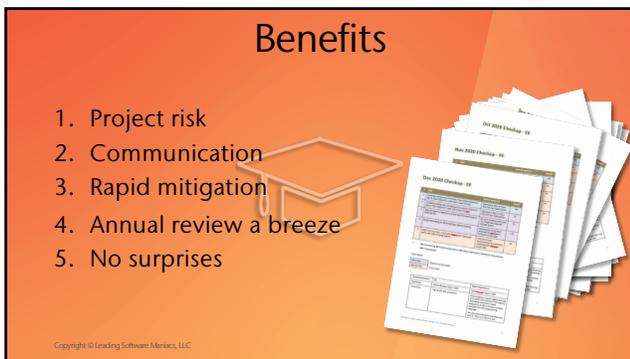
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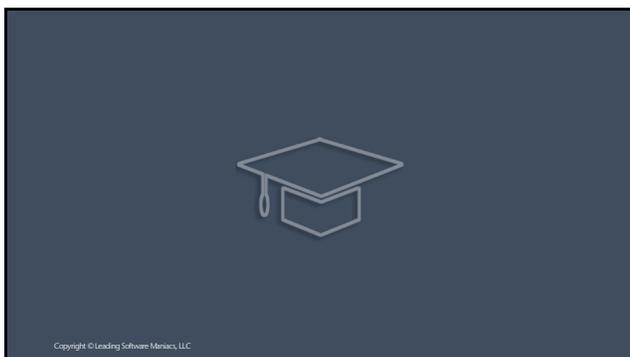
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