Individual Behaviour Indicator

Developer

Rachael Maphopha

MiWay.co.za

2023 Review #2



Rachael Maphopha

Hi Rachael Maphopha - thank you for your participation in our TBI reviews. Our attempts with Personal and Team Behaviour Indicators are to focus on growing and motivating our individuals and teams to be the best professionals in our industry. We believe that by practicing good behaviours, and by being consistent with these behaviours, the right results will occur naturally.



Behaviour #1

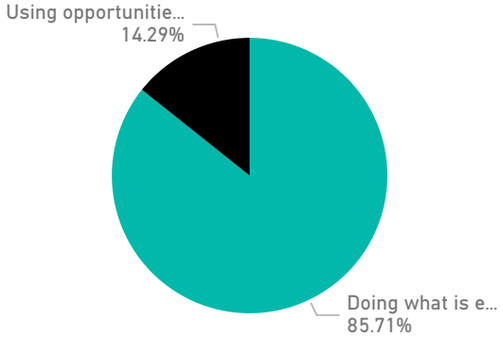
Rachael Maphopha

Digital

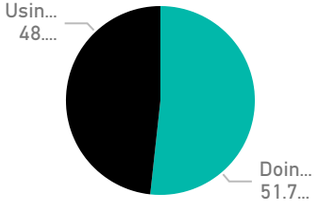
Our code review process is key to growing and promoting knowledge sharing; do you create reviews, participate in all code reviews and participate in review conversations?

2023-2

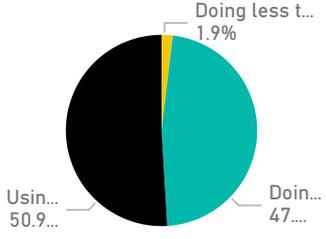
Rachael Maphopha



Digital



Department



Rating:

Using opportunities that arise very well and adding more value than what is expected

- You contribute towards improving our team's coding and design skills.
- You play a key role in driving conversations on reviews as well as encouraging others to participate, on both simple and complex reviews.

Doing what is expected when considering position and experience

- You need to create requests, review most (including other teams) requests and approve where applicable.
- You must be active and prompt in commenting on reviews as well as responding to comments.
- You help catch bugs, both minor and issues that could result in production downtime.
- You have added value to reviews more than you previously have.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

I have selected this answer as i am not sure what happens in the reviewing space, but im confident that Racheal is doing her due diligence in promoting good reviews and giving feedback where required.
Please be more active in code reviews on both your team and others.
Rachael participates in the reviews, but could be a little bit more active in asking questions on reviews other than her own PR's.
She is very involved in the PR reviewing and approving

Behaviour #2

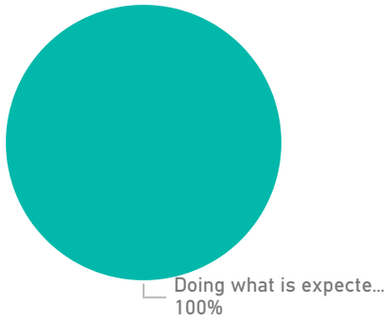
Rachael Maphopha

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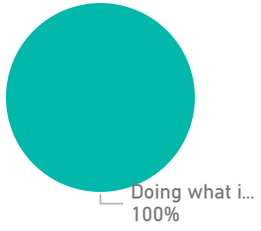
Do you ensure that your development satisfies the deliverable's acceptance criteria by conducting initial testing and ensuring that your development doesn't impact other business units?

2023-2

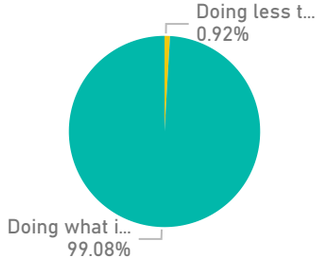
Rachael Maphopha



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Rating:

Doing what is expected when considering position and experience

- You test your development against the deliverable's acceptance criteria before sending it for testing.
- You ensure that the necessary unit tests have either been created or updated, ensuring a 100% test- and scenario-coverage (PHP).
- You continuously confirm that your development does not have an adverse impact on any other team or business unit.
- You ensure that your code is simple for others to understand and include comments and traces where required to ensure that anyone can pick up and debug it if required.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

i believe Rachael tests her work extensively, and is aware as far as possible how her work affects other areas of the business. i cannot speak for the the last point about including comments in the code as i dont work in that space, but im sure it would have been mentioned should this not be the case.

Rachael has made great strides in lessening the to and fro with the QA when her work is in [Dev DONE]. She has also been diving into the more challenging stories, getting to know parts of our code-base that the team has not yet worked with. This in turn has made her a valuable source of knowledge and experience.

Behaviour #3

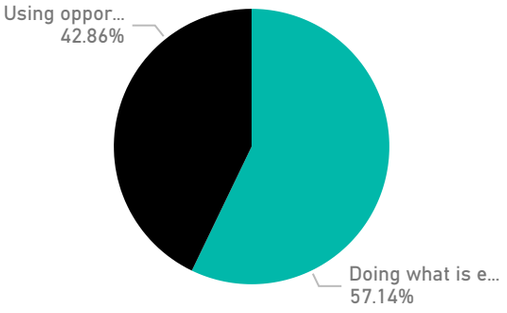
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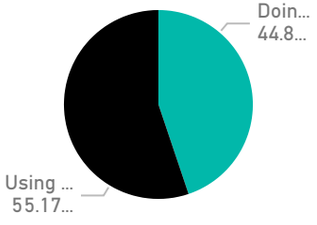
Are you able to run with and support the deployment process from start to finish?

2023-2

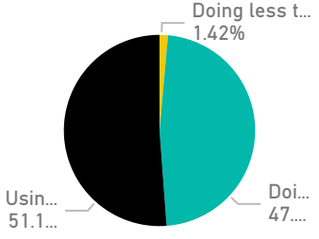
Rachael Maphopha



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Rating:

Using opportunities that arise very well and adding more value than what is expected

- You must be able to support other teams on a regular basis and be confident in advising infrastructure on solutions when there are issues.
- You must share knowledge on findings and ensure that you are aware of solutions performed by others.
- You must have knowledge of all the steps involved in the deployment process and must be able to adequately identify and debug failures on specific steps of the process.

Doing what is expected when considering position and experience

- You are able to prepare the tags/build and support the deployment process when the team is on deployment duty, this includes both minor and major builds (Oracle) and all front-ends (PHP).
- You are able to troubleshoot and possibly advise infrastructure on solutions when there are issues.
- You have volunteered to run multiple Minor deployments (Oracle) over the past 6 months.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

Rachael is very active in preparing the releases and on deployment evening itself. She has run with deployment before from start to finish and has had o deal with some curve balls thrown her way on deployment nights.

Behaviour #4

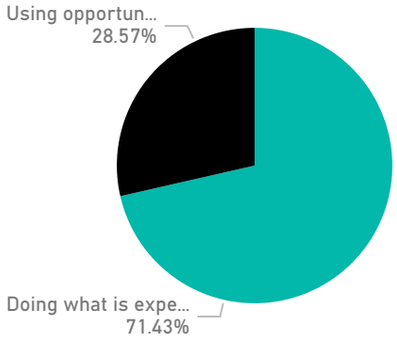
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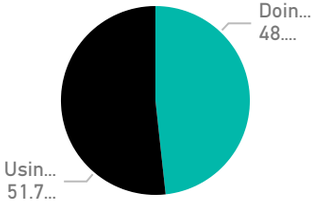
Supporting our deliverables is an important component of our responsibilities. Do you respond to production issues and are you able to support these requests?

2023-2

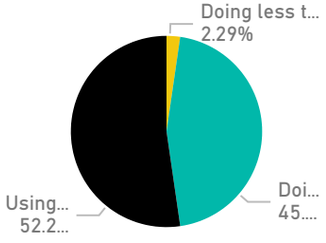
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Department



Rating:

Using opportunities that arise very well and adding more value than what is expected

- You investigate the root cause of issues that happen repeatedly, and fix the bugs so that the team can focus more on project work in the future, and less on production issues.

Doing what is expected when considering position and experience

- You monitor the department's respective communication channels regularly and respond to production issues across the department by investigating the issue or by raising the issue to others.
- You are able to support production issues and take ownership of issues by ensuring that the issue is resolved and that ample feedback on the outcome is communicated to all affected parties.
- You also ensure that knowledge and findings pertaining to production issues are communicated within the department.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

When prompted Rachael responds to and delegates (If she can not address the issue herself) to the various members of the team who can.

Behaviour #5

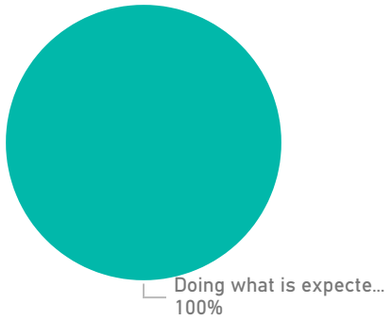
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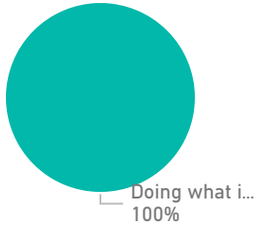
In maintaining sustainable teams that share the workload and their knowledge, how has your technical contribution and involvement been in the team's overall output and deliverables?

2023-2

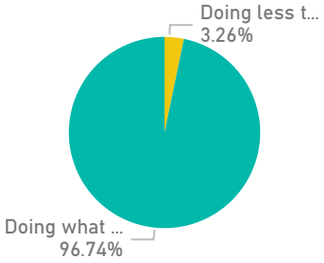
Rachael Maphopha



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Rating:

Doing what is expected when considering position and experience

- You are an active and consistent contributor in the team's deliverables and add to the team's overall output.
- You manage to complete given work within a suitable amount of time relative to the team.
- You also actively work towards ensuring that all members of the team are able to complete any required deliverable by sharing knowledge and driving team participation.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

Becoming a subject matter expert on some parts of our code base, Rachael does not keep this information secret but actively works on disseminating the information throughout the team. Where Rachael is concerned, there are no knowledge silos.

Behaviour #6

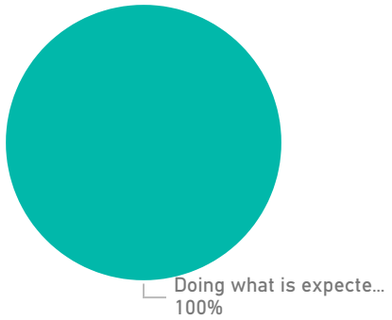
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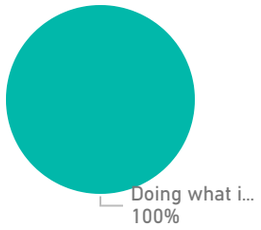
Ensuring a comprehensive understanding of business needs is crucial to producing a solution that effectively meets requirements and adds value to the system.

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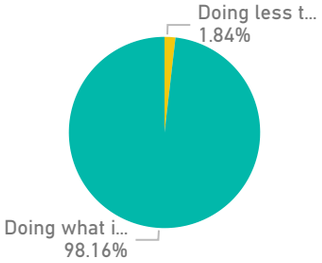
Rachael Maphopha



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Rating:

Doing what is expected when considering position and experience

- You are actively involved in grooming/refinement and planning sessions.
- You also proactively raise any potential issues that could cause blockers later.
- You plan/attend whiteboard sessions with leads and architects to create solutions that meet business needs.
- You are able to guide the PO and business stakeholders to a solution that meets their needs in an effective and efficient manner.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

Rachael engages where required. It is noticeable that she has started to ask questions and providing answers during our technical sessions.

Rachael is present in the refinement and planning meetings, she is starting to speak up a little more than she used to, but there is still some room for improvement here

Behaviour #7

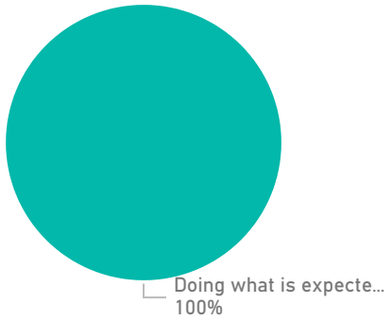
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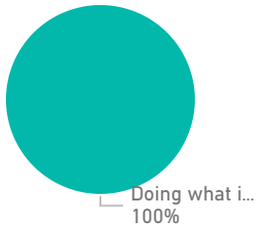
As a member of the MiWay team working in a hybrid environment, do you take responsibility for creating a productive and professional workspace, whether working from home or in the office? This includes ensuring that my workspace is free from distractions and meets company standards, communicating effectively with team members regardless of location, and staying engaged and motivated to meet company goals and objectives.

2023-2

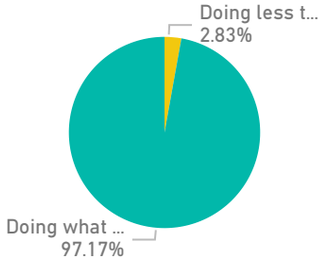
Rachael Maphopha



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Department



Rating:

Doing what is expected when considering position and experience

- You respect your contract with MiWay by not wasting company resources and managing your time appropriately. This includes being on-time for work and meetings, adhering to our general and core working hours, appropriate internet and laptop usage and responsible work-from-home use, you follow our meeting etiquette quidelines, and have your camera on during all engagements?
- You communicate effectively and transparently on team channels. Any member of your team can easily see the progress or status of work items at a glance, without needing to request an update.
- You use your teams status and availability effectively in conjunction with communicating with the team to let others know when you are away from your desk for extended periods of time during working hours.

Doing less than what is expected

Struggling in this area and requires assistance

Comments

Rachael is always in time for meetings/sessions and her working environment is clear of any obstructions or distractions.

MiWay Values

Rachael Maphopha

Digital



Professionalism

MiWay's employees are neat in appearance, polite, well-spoken and display ethical behaviour. Conduct yourself professionally at all times!

Accountability

MiWay's employees deliver on promises and make no excuses. Be accountable for your actions!

Attitude

Our attitude defines us and sets us apart from the opposition. Ultimately our attitude determines our altitude. Foster a positive attitude!

Energy

We approach our goals with positive energy. We love what we do, and we energise everyone around us. Find reasons to love what you do!

Freedom

MiWay's employees are free to think out of the box, to challenge conventional thinking and to find innovative solutions to challenges. Keep exploring new ideas!

Growth Opportunities

Rachael Maphopha

Digital

Please describe how you have grown technically in the past six months and how do you plan to grow over the next six months

N/A

Comments

Rachael Maphopha

Digital

Please provide general feedback or motivation for the provided ratings.
In the short time that i have been on the team with Rachael, I can say that she is dedicated to her role, she cares about the product and its success, she is very passionate about her role.
Rachael is a great team player and im so happy that I've been able to work with her.
I've observed considerable growth in Rachael's technical skills. Although she has made great progress, I can suggest encouraging more independence. This could boost her confidence and effectiveness in handling tasks. Keep it up Rachael!
Rachael has tackled some "huge" stories in her team and is not scared to tackle new challenges. Please just be more active on reviews.
Rachael is a fast learner. She has grown to speak up in sessions and asks questions when she doesn't understand the work. She is getting out of her comfort zone and adds value to the team. Keep it up Rachael.
Rachael is always learning and growing and is becoming a better developer each day. She never steps down from a challenge. Keep up the great work Rachael.
Rachael is working very well with the team, she is grasping all the knowledge day by day. She is very involved in our sessions, asking the right questions.
Since the last PBI season, Rachael has made great strides in all area's of her duties. She participates well in sessions and has impressed with her technical ability. Over and above, she is a great team player and is a joy to work with.