

POSITION Job Goals for Quarter/Year

HOW TO

	Job Title:	Goals	Action Items
		<i>These Should be a generic description of proficiency to get to the next level of whatever you're trying to grow in. Google for ideas, or talk to your manager or more senior people on your team</i>	<i>Now, take the goals from the previous column, and turn them into actionable items you want to aim for. Try to only have 1-2 per each cell. Examples below.</i>
	Scope	Fully proficient programmer on a work team. Starting to be able to use experience to improve judgement, but much thinkings still relates to book learning or the experience from one prior or the current job position. Works on complex issues where analysis of situations or data requires an in-depth evaluation of variable factors. Networks with key contacts outside own area of expertise.	- 80% of the time, I can solve an issue on my own/come up with my own solution
	Complexity	Works on problems of broad scope. Beginning to take features as a lead. Code reviews with another engineer typically. Exercises judgment within defined procedures and practices to determine appropriate action. Builds productive internal/external working relationships.	- Lead launch of a new feature - Tackling new ground - Proactive debugging
	Communication & Influence	Obtains and provides information to others within the organization. Common desire to reach solution.	- Improving docs and communication with team - Make meaningful contribution to code reviews
	Teamwork	Open to multiple perspectives when seeking assistance in accomplishing deliverables/tasks and/or willingly invites various perspectives in order to ensure a diverse range of solutions are considered. Proactively processes insights and recommendations, based on personal experiences and/or relationships, that contribute to the attraction, development, recognition, engagement, and retention of team.	- Interact with other stakeholders
	MISC		

Task	Related Goal	Notes	Link	Date
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HOW TO: Rename these with the categories / action items you're tagging in column B on the Relevant Tasks tab, otherwise, don't edit anything

Goal Type	Total So Far				
Coming up with my own solutions	0				
Tackled new ground	0				
Proactive debugging	0				
Make meaningful contribution to code reviews	0				
Send [team] email with valuable comms	0				
Improve team docs	0				
Interact with other stakeholders	0				