כגודל

הציפייה
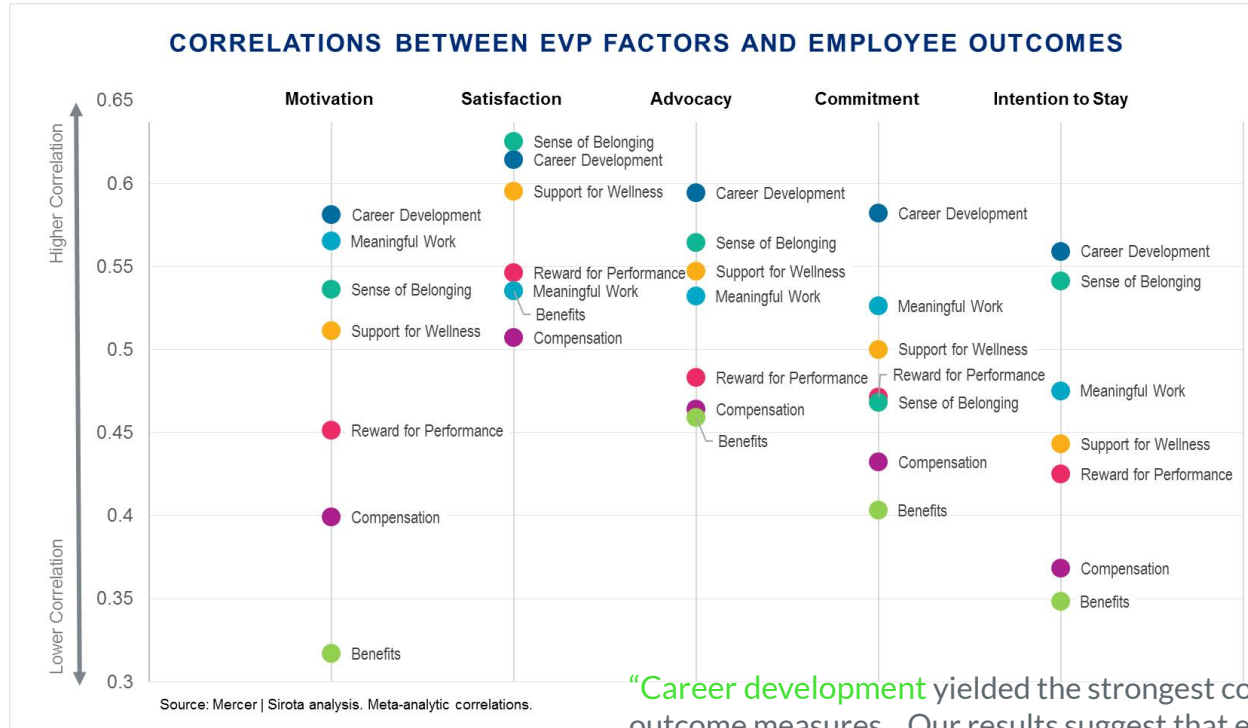
Personal growth is,
the learning and acquiring of new skills.

Why Invest in Career Development / Personal growth

CORRELATIONS BETWEEN EVP FACTORS AND EMPLOYEE OUTCOMES

Source: Mercer | Sirota analysis. Meta-analytic correlations.

Data from over five million employees working in 149 organizations and 172 countries.

Link: Evaluating The Effectiveness of Your Employee Value Proposition

"Career development yielded the strongest correlations with most outcome measures... Our results suggest that employees are more likely to be motivated to go above and beyond when they feel they are doing work that is personally meaningful."

The PGP Process

1. Employee self evaluation -   Help the employee understand their starting point.

2. Managers evaluation

3. Form a review with HR. (use tools and process)

4. Chose a goal - build an IDP* with the employee- improving one skill in 3 months

5. Follow ups – continuous feedback

6. Assess the impact on the employee and on the team.

7. Celebrate success

*Individual Development Plan

Tools - 2. Self evaluation

Self evaluating questionnaire

- Built from a professional point of view
- Gives you a broad look at your role
- Helps you be objective
- Is personal and not reflect others

Self evaluation Questionnaire

The questionnaire has 3 parts

- General engineering skills:
  - Technology and Infrastructure
  - Professionally
  - Soft skills
- Engineering skills @ Simplee
  - Execution
  - Production environment
  - Business & Product
- Professional Growth
  - Help us understand what you would like to do in the future (drag & drop).
  - Help us understand how you would like to learn

The aspects below are part of every engineer's toolbox and those are important in order to develop and maintain a high level of system quality.
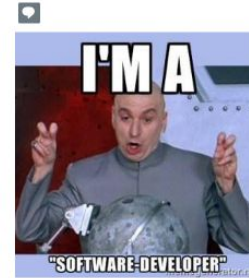
✱ Rate your Professionality abilities in these areas

	1 - Not familiar	2 - Rookie	3 - Intermediate	4 - Advanced	5 - Expert
Architecture/Design Quality	○	○	○	○	○
Coding Quality	○	○	○	○	○
Code Reviewer	○	○	○	○	○
System Performance	○	○	○	○	○
Security	○	○	○	○	○
Scalability	○	○	○	○	○
Testing	○	○	○	○	○
Monitoring	○	○	○	○	○
Microservices	○	○	○	○	○
Troubleshooting issues	○	○	○	○	○

Analyzing the questionnaires

Understand the data:

- Discover the employee's perspective
- Find their **strengths**
- Learn what are the **gaps**
- See **opportunities** for growth
- Aim to find the accurate goal - and think of development steps.

HR?

I have a full deck for the HR review process if you need that, or any other assistance feel free to reachout: sivan@simplee.com

Name		Example	
Type of survey		Self	Managers
Rate your technological abilities in these areas?	Ruby	4	5
	Rails	4	5
	SQL	4	3
	AWS	0	2
Rate your ability to acquire new BackEnd technologies on your own		4	4
Rate your Professionality abilities in these areas	Architecture/Design Quality	4	4
	Coding Quality	4	5
	Code Reviewer	3	4
	System Performance	3	4
	Security	2	1
	Scalability	4	4
	Testing	3	2
	Monitoring	2	2
	Microservices	2	4
	Troubleshooting issues	4	4
Production	I follow Simplee's R&D development process?	4	4
	I practice incremental delivery on my day to day work	4	3
	My assignments are delivered on time	4	3
	I communicate clearly, on time to all relevant parties my assignment status	4	5

Review with HR

Strengths

Understand and reflect in the conversation their strengths make sure you put these skills in to good use, and take advantage of this to grow your team (mentoring, shadowing etc').

Gaps

What is the difference in perspective?
How by understanding the gaps can we set **better expectations.**

Opportunities

These are the weakness, the places that you can **help your employee grow and develop**.

Tools - 4. Build a specific plan

PGP should:

- Be as specific as possible
- Easy to change or adapt
- Something to follow up on

Tom's Personal Growth Plan

This is a two-way commitment between you and us (your manager, HR manager, and the company) on how we are going together to invest and be part of your growth to help you develop and conquer the next step of your career path.

While building your PGP you will identify the goals that matter to you and create a plan of action to achieve them.
We will work with you to evaluate areas that have the greatest potential to pay off for you, in the short term and longer term and commit to it.

My goal is:
(Identify what you want to learn, or get better at)
_____
_____

SKills I would like to acquire:
_____, _____

What are the development steps we are going to take:
(It can be a challenging assignment, a course: F2F/ONLINE, 1:1 training: with a mentor/coach, formal and informal learning, reading,shadowing)
1._____
2._____
3._____

Set a desired time frame:

1._____ will be accomplished by, __/__/2019
2._____ will be accomplished by, __/__/2019
3._____ will be accomplished by, __/__/2019

*This is a quarterly plan, and as such the goals and development steps will be relatively small.

We are all committed to this plan:

_____   _____   _____   _____
Tom   VP R&D   Manager   HR Manager

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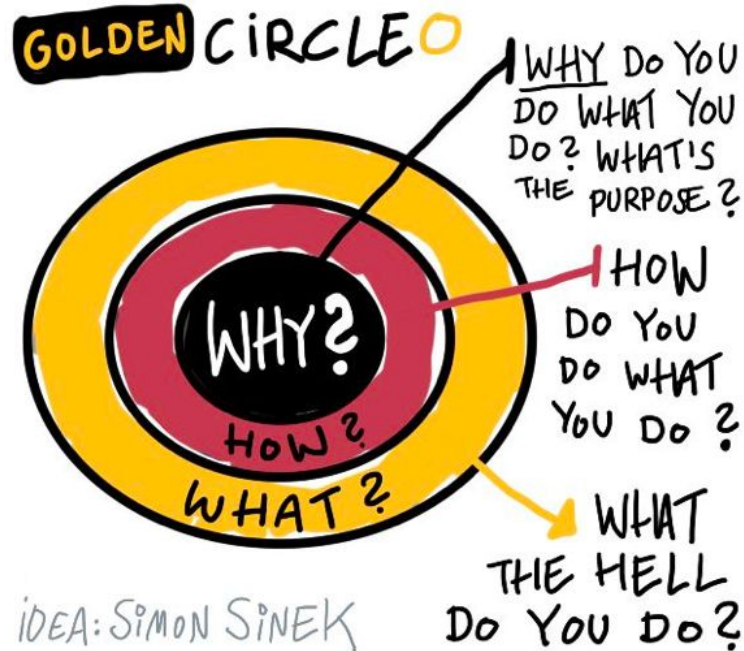Palo Alto, CA 94306
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Personal growth requires

- Motivation
- A desire to improve
- An open mind and the desire to learn and grow

You need to be willing to get out of your comfort zone,

to see that anything is possible for you.

Always start with **why** you chose this goal for this person.

Link to the video