
Review Form 2023

Google Forms <forms-receipts-noreply@google.com>

Thu, Nov 30, 2023 at 1:55 PM

To: mguschin@gegi.co

Thanks for filling out [Review Form 2023](#)

Here's what was received.

Review Form 2023

Dear colleagues, here is the Review Form for you to fill in. It is essential for us, as for the company management, that you answer honestly and with as many details as possible. It will help establish a proper vector of effective changes for further company development.

You can answer in English or Russian.

Only Vitaly and Artem have full access to the answers. Don't be shy to express yourself or criticize — we are favorably disposed towards your answers. Direct personal criticizing will be made anonymous, and we will discuss it to promote changes positively.

The form is available until 30 November 2023. But of course, you shouldn't postpone it to the last day, and it's better to fill it out in advance. The form is autosaved, so you can review answers anytime. Click the "Submit" button only when the form is completed, and thereafter, the form will be read-only.

If any questions arise, feel free to ask us directly.

Thank you!

Your email (mguschin@gegi.co) was recorded when you submitted this form.

1. About yourself:

1.1. Full name: *

Mikhail Guschin

1.2. Position (Title): *

Lead Developer

1.3. Country: *

Russia

1.4. City: *

Taganrog

1.5. Has your residential address changed since you signed W-8BEN and CCA forms last time?

*

☐ Yes, need to sign forms again (we will email new forms via RightSignature)

☒ No, signed forms are current

☐ I do not remember

☐ Other:

2. About your work for the last year:

2.1. How can you assess your last year's progress? What have you managed to achieve?

The goals set last year were almost completely achieved.

I have managed to complete the A2 English course and B1 has finished by 50%.

I have become a Lead Developer.
I have managed to increase the number of team members to four.
I didn't complete any courses about management, but I gained some knowledge about management in a business English course and in self-education.

2.2. What you couldn't achieve and why?

I haven't managed to complete any management course, but I realized that this is not very useful for my role.

2.3. What helped you? What obstacles have you encountered?

2.4. Which big specific areas of work were you responsible for? Was your work effective and were the deadlines met? Have you achieved all long-term goals?

I was primarily responsible for Financial Aid and CourseKey areas. Most deadlines were met, but a few deadlines weren't met in C2 due to not the most effective solutions at the planning stage.

2.5. List your immediate supervisors:

Alexander Ogurtsov

2.6. Additional comments:

3. How well the work is organized in the company, department, project:

3.1. What's good?

Bonus system: English, quarter awards, extra work.

Flexible hours.

3.2. What's bad?

There are no further prospects after the position of lead developer.

3.3. How do you assess the work of the supervisors (your, other)?

3.4. Suggestions for changes:

3.5. Additional comments:

4. Perspectives:

4.1. How do you see your further career development, your perspectives, and growth within the company? Which new aspects do you want to pick up, or with which department you would like to work more closely?

I plan to improve my performance and additional skills in my current role. There are several aspects that need to be improved: more stable code, more accurate estimates, more clear and predictable feedback to PMs and clients.

4.2. What are the most interesting aspects of your work?

Software engineering.
Communication with clients.

4.3. What do you think the company wants from you?

Meeting deadlines.

Offering and implementing effective solutions/approaches.

Maintaining a healthy atmosphere in the team.

4.4. Describe your long-term perspectives (in 5 years):

4.5. Additional comments:

5. The need for training:

5.1. What do you want to learn?

Software engineering.

English language.

5.2. Which ways do you see for your professional development? Which skills do you lack, and how do you prefer to master them (self-education, training, specialized courses, etc.)?

Courses are the most effective way to learn. They allow achieving specific goals in a short period of time. Self-education is also an effective way to improve useful skills.

5.3. Which books or materials have you read (watched, listened to) related to your profession in the past period? What did you like most and why?

Eric Evans - "Domain-Driven Design: Tackling Complexity in the Heart of Software" (In Progress).

Erich Gamma, Richard Helm, Ralph Johnson, John Vlissides - "Design Patterns: Elements of

Reusable Object-Oriented Software" (In Progress).
"Domain-Driven Design" can be applied to GEGL products.

5.4. Additional comments:

6. Personal information:

6.1. What are your strong and weak points?

The ability to work independently.
Strong hard skills.
B1 English.

6.2. What do you think about overtime work, and vacations? Are there any problems with family or health?

Sometimes overtime is OK.
15 days of PTO per year is my current amount, and I'm comfortable with it.

6.3. Do you see any problems with independence and delegation?

No, I don't.

6.4. Additional comments:

7. Organization of company's working relationships:

7.1. What's good?

7.2. What's bad?

7.3. Do you see any communication problems (lacking or excessive information)?
What can you suggest to resolve it?

No, I don't. The communication is quite well.

7.4. Are there any psychological climate problems in the team?

No, there aren't.

7.5. Whom could you suggest for promotion to higher/more responsible positions
from your colleagues?

Mikhail Khlevin.

7.6. Whom do you like to work with and whom don't?

I like to work with Mikhail Khlevin.

I don't like to work with Ruslan Galiev. Ruslan has a low performance last time. I can't delegate
important tasks to him.

7.7. Which projects/areas of work do you like? Where do you want to transfer?

I like software engineering and I like to be involved in interesting projects.

7.8. What can you suggest as an addition to the company's bonuses (vacations,
etc.)?

7.9. Is there anything, to your perspective, the company should stop doing?

No, there isn't.

7.10. What do you think we need to start doing?

7.11. Additional comments:

8. Working options:

8.1. Which projects you find interesting to work on?

Financial Aid, CourseKey.

8.2. How much % salary raise should another company offer for you to decide to leave and work for them? If not for the salary raise, what else could they offer for your decision?

The key position with good promotion prospects should be offered to start thinking about such movements. I don't have any offers and I'm not looking for them.

8.3. Additional comments:

9. Working performance:

9.1. How often did the weekly or iteration (cycle, sprint) plans fail? How often the plans were completely fulfilled last year?

One cycle last year was failed. We couldn't meet the deadline for one story.

9.2. How well do you think you will perform if your management leaves you on self-organization for half a year?

I don't think my performance will be affected.

9.3. Additional comments:

10. Data Protection and Security Obligations:

Please review clauses from the "Outsourcing Agreement" below and confirm that you are in compliance.

10.1. "Disk Encryption. The Contractor shall employ encryption for all storage devices, including but not limited to laptops, computers, external hard drives, and USB devices utilized in the execution of the Scope of Work defined in this Agreement. Such encryption must be compliant with generally recognized standards of data security. This obligation is in place to safeguard the Customer's and its clients' sensitive data and to ensure compliance with applicable data protection laws and regulations."

What devices do you use for work? What type of encryption and protection?

*

I use one laptop with strong password. The GEGI project is deployed on a virtual machine (VirtualBox). The disk encryption feature is used.

10.2. "Password Security. The Contractor is obliged to securely store and manage all passwords, keys, and other security credentials. This includes the use of a secure password manager and refraining from sharing these credentials except as required under generally accepted business practices."

What password manager do you use, or how do you store your passwords and keys?

*

I use the "KeePass" password manager with a strong master password. No one except me has access to it.

11. Ready to submit?

Click the "Submit" button only when the form is completed, and thereafter, the form will be read-only. If you have any additional thoughts, please feel free to share them below.

11.1. Additional comments:

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