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[**Microsoft Word Performance Review Templates: 10 Great Templates You NEED to See!**](https://teamflect.com/blog/performance-management/microsoft-word-performance-review-template)

**Software Engineer Performance Review Template**

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| **Software Engineer Performance Review Template** | | | | | |
| **Adele Vance:** Manager |  | | **Reviewer:** Miriam Graham **Review Period:**  **Self-review submitted on:  Review Due: Finalize Due:** | | |
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| These questions are designed to assess various aspects of a Software Engineer's performance and provide valuable feedback for their professional development and improvement. These questions cover a range of competencies, including technical skills, problem-solving, collaboration, and personal development. | | | | | |
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| **1. Technical Competence** | | | | | |
| **Q1:** How proficient is the engineer in their core programming languages and frameworks? | | | | | |
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| **Q2:** How effectively does the engineer apply best coding practices, such as writing clean, maintainable, and efficient code? | | | | | |
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| **Q3:** How skilled is the engineer in debugging and troubleshooting complex issues? | | | | | |
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| **Q4:** How well does the engineer adapt to new technologies, tools, or frameworks? | | | | | |
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| **Q5:** Does the engineer adhere to version control protocols and documentation standards? | | | | | |
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| **2. Problem-Solving & Innovation** | | | | | |
| **Q1:** How effectively does the engineer approach problem-solving and develop solutions for technical challenges? | | | | | |
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| **Q2:** How frequently does the engineer propose new ideas or innovative approaches to improve processes, tools, or products? | | | | | |
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| **Q3:** Can the engineer break down complex problems into smaller, more manageable tasks? | | | | | |
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| **3. Code Quality & Review** | | | | | |
| **Q1:** How consistently does the engineer deliver high-quality code that passes code reviews? | | | | | |
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| **Q2:** How thorough and constructive is the engineer when reviewing the code of peers? | | | | | |
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| **Q3:** How often does the engineer proactively refactor or optimize existing code for better performance? | | | | | |
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| **4. Collaboration & Communication** | | | | | |
| **Q1:** How well does the engineer collaborate with cross-functional teams (e.g., product managers, designers, QA) to achieve project goals? | | | | | |
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| **Q2:** How effectively does the engineer communicate technical concepts to both technical and non-technical stakeholders? | | | | | |
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| **Q3:** How open is the engineer to feedback from peers, and how effectively do they incorporate it into their work? | | | | | |
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| **5. Productivity & Accountability** | | | | | |
| **Q1:** Does the engineer consistently meet deadlines and deliverables? | | | | | |
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| **Q2:** How well does the engineer prioritize and manage tasks to ensure project progress? | | | | | |
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| **Q3:** How accountable is the engineer for the outcomes of their work, both positive and negative? | | | | | |
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| **6. Initiative & Leadership** | | | | | |
| **Q1:** Does the engineer take initiative to address technical debt or suggest areas of improvement without being asked? | | | | | |
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| **Q2:** How often does the engineer mentor or provide guidance to junior engineers? | | | | | |
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| **Q3:** How well does the engineer handle responsibilities beyond coding, such as project management or architectural decisions? | | | | | |
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| **7. Adaptability & Continuous Learning** | | | | | |
| **Q1:** How well does the engineer adapt to shifting priorities, scope changes, or new challenges in the project? | | | | | |
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| **Q2:** Does the engineer actively pursue opportunities for personal and professional development (e.g., attending training, earning certifications)? | | | | | |
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| **Q3:** How well does the engineer handle stress or pressure during tight deadlines or difficult technical problems? | | | | | |
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| **8. Team Dynamics & Culture Fit** | | | | | |
| **Q1:** How well does the engineer align with and contribute to the team’s culture and values? | | | | | |
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| **Q2:** Does the engineer support and encourage team collaboration, helping to create a positive and productive work environment? | | | | | |
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| **Q3:** How effectively does the engineer handle conflict resolution and maintain positive working relationships with teammates? | | | | | |
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| **9. Impact on Business & Projects** | | | | | |
| **Q1:** How effectively does the engineer’s work contribute to the company’s goals, products, and overall business success? | | | | | |
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| **Q2:** How well does the engineer understand the larger business objectives behind their work? | | | | | |
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| **Q3:** Does the engineer balance technical and business considerations when making decisions? | | | | | |
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| **10. Goals & Future Development** | | | | | |
| **Q1:** Has the engineer met the goals set during the last performance review? If not, what were the obstacles? | | | | | |
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| **Q2:** What are the engineer’s professional goals, and how well are they aligned with the team’s needs? | | | | | |
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| **Q3:** What areas of improvement would benefit the engineer most in the next review period? | | | | | |
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| **Rating of this employee (Miriam's answers) (Between 1-10)** | | | | | |
|  | **Rating** |  | **Weighted Average** | | |
| **Cultural fit** | 6.5 |  | 7.125 | | |
| **Goal progress** | 8 |  |
| **Quality of work** | 7 |  |
| **Communication** | 7 |  |
| **Overall Comments** | | | | | |
|  | | | | | |
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|
| **Employee Signature** |  | | **Reviewer Signature** |  | **Date** |