

IN PROGRESS  
Shared / Shared

## Vincent Dirks, Performance Review 2016 - Motors' Reviews

created 29/06/2016

Vincent Dirks

 edited 13/07/2016 04:04



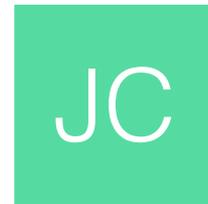
not signed yet

Overall self-rating:

3 - Successful

Jason Cullum

 edited 21/07/2016 06:51



not signed yet

Overall rating:

3 - Successful



What were your wins and highlights over the past year?

Got up to speed with Ready API  
Worked with Wheeler Dealer and Hotwheels squads  
Improved understanding of things trade me and continued to learn and improve my testing skills.  
Being called out for good practice by Sean re use of video capture and by auditors for good test notes  
MDD data analysis  
wrote some blogs and attended test conference.  
Attended Rapid Software Testing critical thinking test course  
Starting up monthly testers breakfast.

What were your wins and highlights over the past year?

Vincent, I think you have had a very eventful and in many ways an exciting year:

Implementing Packages and although the implementation didn't fit the users it was ground breaking and touched on many areas.

Helped and mentored various people with various tools, processes and helped induct 4 new testers to motors.

Your passion for things being done right, and uncompromising focus on delivering quality in everything you are working on.

Diligently focusing on improving processes and never stop with the usual "just how things are", "we've always done that" or "you don't need to know that".

I have never had to ask myself "will Vincent think of..." as I know you will have considered most things that would be important to me and have asked for information and clarity.

You have worked on all Trade Me code bases and never stopped seeking to understand more and better everything you come in contact with.

Embraced and mentoring in new technologies such as Ready!API and Tractor.

The goto person for anything process and always having a way we can improve what's always been done a certain way.

The way you came into Sales Force API and drove quality and a better way of delivering it. Even when you were beaten back, you still had an eye on the goal. Better product.

The way you collaborated with Jacqui to bring our Ready!API test suite up to scratch and created a proper template for all Motors testers to follow.

Your never ending search for better tools to do your job the best way you can, and videoing your testing comes to mind at this point as I know to start with people weren't very supportive. You pushed through and have had some good success because you persevered!

the list goes on.

One highlight that I will finish on though is how far you have come from the days you wanted to test everything to working very hard to trim down your testing to focus on critical areas and risks to help fit into the business model for how Trade Me want to deliver.

What could you improve on, or would you do differently if you could have your time again?

Try and figure out how to get along with people better.  
Keep learning how to become a competent, efficient test analyst.  
Keep trying to balance on epic vs off epic work. Keeping up delivery progress whilst also maintaining progress of process improvements and retrospective of how we do stuff.

Did you achieve what you set out to do?  
E.g. Strategies, roadmaps, sales targets etc?

yes, mostly...

How have the behaviours demonstrated by you over the last 12 months been consistent with Trade Me's values?

The squads I have worked on have made improvements to the online experience, we've pursued entrepreneurial things with

What could you improve on, or would you do differently if you could have your time again?

I don't know anyone that wants to improve themselves quite as much as you do, looks for critique and works hard to implement what they learn.

A key focus area for you would be to understand how you can gauge people better so you know when you are going to overstep before you do, and to tailor your approach to fit the situation.

Also seeking to know when an argument is worth pursuing and when it's not worth the anguish. You have fought very many good 'battles' and I wouldn't want you to miss out on some very good successes... however, it is a fine line knowing when to push and when to fold.

Did you achieve what you set out to do?  
E.g. Strategies, roadmaps, sales targets etc?

If I look back a year ago and we were having discussions about velocity and weight of documentation vs delivery, then I see a very different Vincent and I know that was a goal we were working towards. You are doing such a great job refining what good testing is for you.

You set yourself goals to be an expert in automation tools, and be able to help and mentor people and I see you in that light for a lot of things.

Being the best tester you can be... and while you can never achieve that goal (like bug free code) you are continually, and consciously working on making yourself the best tester you can be.

How have the behaviours demonstrated by you over the last 12 months been consistent with Trade Me's values?

You have never ceased to have the best interests of Trade me and our users at the heart of why you do anything. I remember

our MDD project which at its heart aims to decide and act on merit (aka data) Having straight up conversations about the merits of the MDD changes. We didn't hire any people. But I think I may have failed on #7 in that I'm sure some people will have thought me a dick at least a few times?

As your manager, what feedback do you have on my performance? How can I improve?

I love how you have a strong compass on some of the border line stuff that goes on. And appreciated when you've called me up on some challenging interactions. I do miss you at the events aimed at growing the test community.

What else, that's not covered in the previous questions, do you think we should address in your review or is on your mind?

The job offer from Kiwiplan.

the day you said "Trade Me is some peoples livelihood, we could be affecting someone's livelihood" and that is how you operate, everything we do can affect people's lives in ways we never imagine.

Whether you are achieving #7 or not, I'm sure it's probably happened... but I know that I've probably had it thrown my way too. Working to moderate how we interact with people is always a key to working in large organisations with disparate people groups all with a million stories that don't meet our life view. As above finding a way to read people and moderate behaviours when necessary is a great, and difficult skill to master I think.

As your manager, what feedback do you have on my performance? How can I improve?

I realise that I've been less than available over the last few months chasing everything and trying to keep up.

I will endeavour to get to some of the test community events... I'm sure I could learn a lot.

What else, that's not covered in the previous questions, do you think we should address in your review or is on your mind?

Vincent you are a challenging, deep, complicated, and passionate person. I encourage you to channel your energy into the winnable challenges you come up against from here on, and learn to find a comforting way through for the challenges that aren't winnable.

You have been a champion and trooper on a quest of quality that I don't believe will be rivalled.