

Employee Name:

Manager Name:

Date:

Individual Development Plan Template	
Current State	
What are my strengths?	I enjoy writing code I'm very productive and effective when I'm having fun. Varied and deep experience (industries and linux respectively) Analytical and flexible Good written and verbal communication
What are my areas of opportunity?	My productivity suffers when I'm frustrated or not enjoying myself Frontend / Full stack VSCode / New IDEs
What feedback have I received from others?	Brian and Alex seem to think that I'm desirable to work with. I interpret that as implying competency.
Other relevant performance indicators?	I was not let go in the recent round of layoffs.
Desired State	
What roles/position would you like to get to?	Immediately, I'd like to move into a "developing new features on a modern stack", so not maintaining a doctrine API.
Where do you see yourself in 3-5 years?	More and more I'm seeing myself on a management track.
Why do you want to achieve this goal?	I think that my interpersonal communication is very good for a software engineer. I don't have to re-learn those skills (which is not the case with language/architecture/IDE proficiency)
Short-Term Development Goals (1-2 years)	
Development Goal #1	Enhance your proficiency in FastAPI by building a real-world project using this framework.
Development Goal #2	Improve your SQLModel expertise by diving deeper into database modeling, migrations, and query optimization.
Development Goal #3	Learn to stand up a minimal frontend in react (specifically for rapid prototyping)
How will I obtain these skills & competencies using the 70/20/10 rule?	
70% comes from hands-on experiences (e.g., stretch assignments or special projects) 20% from social connections (e.g., peer to peer, mentoring or coaching) 10% from formal learning opportunities (e.g., Panasonic Learning Center online or classroom courses,	

articles, videos etc.)			
	Development Goal #1	Development Goal #2	Development Goal #3
What skills & competencies will I need?	Understanding of RESTful APIs, request handling, authentication, and error handling.	Familiarity with database design principles, SQL, and ORM concepts.	Development flexibility.
What benefits does this goal provide you and your team?	Personal growth, contribution to your team's tech stack, and potential impact on the business.	Efficient data management, better performance, and maintainable codebase.	Personal growth, contribution to your team's tech stack, and potential impact on the business.
(70%) Identify On-the-job Experiences	Use Vscode for core-api development	Replace one PHP endpoint with fastAPI endpoint, ie "start on replacing core-api", Ideally to be able to build something using reflection from the existing structure.	Dive into real-world React projects. Build web applications, components, and features. Experiment with different libraries and tools.
(20%) Identify Social Learning Opportunities	Learn about the other PEFSA efleet offerings.	Connect with FastAPI enthusiasts on platforms like GitHub or Stack Overflow.	Seek out experienced React developers as mentors. Learn from their insights, code reviews, and best practices.
(10%) Identify Formal Learning Opportunities		Take an advanced FastAPI course or read official documentation.	Take React-specific courses or tutorials. Platforms like Udemy, Coursera, and Pluralsight offer structured content.
Timeline			
Critical Milestones	Finish PR entirely in VSCode	Stand up FastAPI with healthcheck	
Next Check-in on this Goal			
Mid-Term Development Goals			
Development Goal #1	<i>Become a technical mentor within your team or organization.</i>		

Development Goal #2	Contribute to open-source projects related to FastAPI or SQLAlchemy.		
Development Goal #3			
<p>How will I obtain these skills & competencies using the 70/20/10 rule?</p> <p>70% comes from hands-on experiences (e.g., stretch assignments or special projects) 20% from social connections (e.g., peer to peer, mentoring or coaching) 10% from formal learning opportunities (e.g., Panasonic Learning Center online or classroom courses, articles, videos etc.)</p>			
	Development Goal #1	Development Goal #2	Development Goal #3
What skills & competencies will I need?	<ul style="list-style-type: none"> Strong communication, empathy, and ability to guide junior developers. 	<ul style="list-style-type: none"> Collaboration, code review, and documentation. 	
What benefits does this goal provide you and your team?	<ul style="list-style-type: none"> Personal satisfaction, team growth, and knowledge sharing. 	<ul style="list-style-type: none"> Community recognition, networking, and skill refinement. 	
(70%) Identify On-the-job Experiences	<ul style="list-style-type: none"> Build a RESTful API using FastAPI. Create endpoints, handle requests, and implement authentication. 	<ul style="list-style-type: none"> Work on a database-intensive project. Design schemas, write complex queries, and optimize performance. 	
(20%) Identify Social Learning Opportunities	<ul style="list-style-type: none"> Connect with FastAPI enthusiasts on platforms like GitHub or Stack Overflow 	<ul style="list-style-type: none"> Join SQLAlchemy-related forums or attend database-related meetups. 	
(10%) Identify Formal Learning Opportunities	<ul style="list-style-type: none"> Take an advanced FastAPI course or read official documentation. 	<ul style="list-style-type: none"> Study SQLAlchemy's internals or read about database design best practices. 	
Timeline			
Critical Milestones			
Next Check-in on this Goal			

Long-Term Development Goals			
Development Goal #1	<i>Lead a cross-functional project that integrates FastAPI, SQLAlchemy, and other technologies.</i>		
Development Goal #2			
Development Goal #3			
<p>How will I obtain these skills & competencies using the 70/20/10 rule?</p> <p>70% comes from hands-on experiences (e.g., stretch assignments or special projects) 20% from social connections (e.g., peer to peer, mentoring or coaching) 10% from formal learning opportunities (e.g., Panasonic Learning Center online or classroom courses, articles, videos etc.)</p>			
	Development Goal #1	Development Goal #2	Development Goal #3
What skills & competencies will I need?	Project management, architectural design, and stakeholder alignment. <ul style="list-style-type: none"> 		
What benefits does this goal provide you and your team?	Impact on the business, career advancement, and leadership experience.		
(70%) Identify On-the-job Experiences	<ul style="list-style-type: none"> Record myself giving presentation, make notes and improve Ask manager to present at next meeting 	<ul style="list-style-type: none"> Ask manager to support Power BI project 	
(20%) Identify Social Learning Opportunities	<ul style="list-style-type: none"> Ask manager to attend next presentation and give feedback Ask for feedback immediately following presentation 	<ul style="list-style-type: none"> Find Power BI expert to shadow, ask questions 	
(10%) Identify Formal Learning	<ul style="list-style-type: none"> Complete "Communicating 	<ul style="list-style-type: none"> Complete Professional Certificate in Power 	

Opportunities	with Impact” (DDI)	BI	
Timeline			
Critical Milestones	“Communicating with Impact” (DDI) due 9/15	Professional Certificate Program (September - December)	
Next Check-in on this Goal	Share learnings with Manager at next 1:1 Meeting on 9/25	Meeting with Dave on 9/20 to discuss Power BI Project	