

Feedback on Paul Sturm

What do you see as Paul's greatest strengths?

Paul excels at long term planning and identifying fundamental flaws before they affect our bottom line.

Coding. Seems like he gets code implemented quite quickly and efficiently. He has solid design ideas and doesn't fill up an interface full of options (as can be typical of an engineer).

Paul's greatest strengths are organization and clear layout of plans and to achieve a long term objective. He has shown that he can take charge of a situation and lay out a plan to get the job done.

Logical. Pragmatic. Good knowledge of Qt, C++ and Gradebook mechanisms . I like working with Paul. He answers questions easily, keeps on task and is open to alternative solutions.

How does Paul handle his day to day tasks?

Extremely well. His ability to remember and prioritize tasks is excellent. I can't recall a time when I asked Paul about something or to deliver something and he didn't deliver. Paul is excellent at coming up with efficient ways for himself and others to do things – which cuts down our development time.

He prioritizes really well and is sure to spend time on highly prioritized tasks and will resist extraneous issues if they are not critical and impede on the overall goal.

Efficiently and quietly.

Paul handles his day to day tasks methodically and without waver. You can tell that he values the time he requires to carefully think through his work and he approaches it in a focused and deliberate manner.

When you look at MakeMusic's core values, which ones does Paul exhibit most of the time?

Results and Growth
Respect and Integrity

All of them.

Respect and Integrity - I've never heard him condescend towards any co-worker, or their work.
Customer commitment - He's creating a quality product and contributing to a great user experience.

Customer commitment: Paul can work on finding the very best solution for the customer even if it isn't the easiest solution.

All of them, but particularly Personal Accountability and Respect and Integrity

Which core values do you feel Paul can improve on?

I think we could all work on **Customer Commitment**.

We identify and deliver products and services that delight our customers. Our customer focus drives decisions along with sound business judgment.

It might be easier to identify products that delight our customers if you use the existing product as a customer might.

I think communication could likely improve, and that probably falls in the camp of teamwork.

No improvement needed. If Paul doesn't have the ability to exhibit a core value better it's only because he's not in a position of authority to do so.

Do you have any suggestions on how your working relationship might improve?

No, I think it's working very well.

My working relationship with Paul is sound. I feel like he provides me with clear and honest information. I believe he works with me respectfully.

I feel I have a pretty good working relationship with him right now. If he could arrive at 7 instead of 10, then we'd have more time together....

Yes. If Paul had the authority to enforce how stories are implemented among engineers it might simplify communication by not involving QA in the matter of if the story was correctly implemented as described in the user story description.