

Professional Development Plan

Personal traits

In this section you work on specific parts of your personal traits. Together with your leader, you will look for ways to work on specific parts of your professional development.

	Strengths	Weaknesses
Soft Skills	<ul style="list-style-type: none">• <i>Autodidact</i>• <i>Learner</i>• <i>Creativity</i>• <i>Problem Solving Skills</i>• <i>Teamwork</i>• <i>Teaching</i>	<ul style="list-style-type: none">• <i>Public speaking</i>• <i>Time Management</i>• <i>Estimates</i>• <i>Communication</i>
Hard Skills	<ul style="list-style-type: none">• <i>Frontend Development</i>	<ul style="list-style-type: none">• <i>Software architecture</i>• <i>SQL</i>• <i>Backend Development</i>• <i>Deployment</i>

Professional development

In this section you work on specific parts of your personal traits. Together with your leader, you will look for ways to work on specific parts of your professional development.

Fill in this table from left to right. Start by writing down your development points, followed by signalers, coaching, and achievements.

Development points	Signalers	Coaching	Achievements
<ul style="list-style-type: none">• <i>Backend Development</i>• <i>Estimates</i>• <i>Frontend Development</i>	<ul style="list-style-type: none">• <i>Our in-house frameworks, OKRs, KPIs, the retrospective, feedback, can all be signalers of development points. By signaling we mean actual data points that acts as proof for your development points.</i>	<ul style="list-style-type: none">• <i>Learning time, in specific learn more about PWAs, preprocessors and GraphQL.</i>	<ul style="list-style-type: none">• <i>Learning time, in specific learn more about Scala by reading the "Functional Programming in Scala" book.</i>

Career trajectory

This section you will work on your career development. You will actively identify areas you want to improve yourself before making the next step in your career, either in our outside of Torre.

Fill in this table from left to right. Start by writing down your ambitions, followed by your needs, actions, and achievements.

Ambition	Needs	Actions	Achievements
<ul style="list-style-type: none">• <i>In 5 years I would like to be a tech lead in charge of a development team in a large company.</i>	<ul style="list-style-type: none">• <i>I would need to acquire knowledge in different software fields by using different tools, languages and frameworks.</i>• <i>I would need to learn more about Software architecture and good practices regarding to Software Development.</i>• <i>I would need to improve my communication and leadership skills in order to be able to lead a team.</i>	<ul style="list-style-type: none"><input type="checkbox"/> <i>Assist to conferences, workshops and competencies related with software development.</i><input type="checkbox"/> <i>I would need to take multiple courses in top trending software technologies.</i><input type="checkbox"/> <i>I would need to practice my leadership skills by leading small engineering teams through the development of Software products.</i>	<ul style="list-style-type: none">• <i>Celebrate your achievements and write down what you have accomplished.</i>