

# Developer

A Developer is developing Product(s). Developers are Software Engineers, QA Engineers, Technical Designers and all other professionals within development organization contributing to the development and the success of the product. Developing the product in such constraints means mainly, but not exclusively, developing software.

## Accountability

Developers are accountable for productive daily individual contributions to the product. By that we mean they are providing expected/desired outcomes in a cost-effective manner.

## Skills and behavioral traits of a developer

- **Know your valuable expertise, use it for making successful software**, explicitly: Use expert knowledge in technical or non-technical domain or discipline. Daily use deep knowledge in one domain. Daily use a combination of knowledge in multiple domains combined. Daily make software or do anything else needed for the success of the software. Anytime be able to describe your strengths and weaknesses (domain knowledge, skills) and how you contributed to the success of the software last week.
- **Conscious learning**, explicitly: Collect feedback on your own work at least once a day. Anytime, be able to describe what you plan to learn in a day, week, month, half-year and what you have learned in a last week.
- **Conscious work towards a goal**, explicitly: Demonstrate ability to drop low priority work. Anytime be able to describe what you want to achieve now, in a few hours, today, what is your team goal, what is the company business goal.
- **Team-player and team awareness**, explicitly: Anytime be able to describe what the team is trying to accomplish, how each team member is contributing to the success. Have a basic sense of what are strengths, weaknesses, and personal learning goals of your team-mates. Daily demonstrate agreed team goals have priority over other activities. Anytime, be able to explain your considerations about other people's feelings.
- **Understanding the product**, explicitly: Regularly demonstrate the product improvements internally in front of other people. Anytime be able to explain how "what you do right now" is improving the product, what is the use-case of the feature you develop and why someone should pay for a given product improvement.
- **Courage**, explicitly: Be honest to yourself and to your colleagues, admit failures openly, share important information immediately, provide direct and immediate feedback, seek for different perspectives of other people on problems you solve, admit your own first idea can be wrong. Speak up if your team or company business goals are in peril.
- **Communication**, explicitly: ability of active listening, structured written communication, ability to prioritize written/verbal, in-person/remote communication based on purpose, timely communication, skill to take notes from the conversation.