

OutSystems Academy

Endorsement Questions



This document details which are the questions that have to be answered when you request a peer to endorse you on a specific certification level.

For each level the minimum score is 80%, which is the average of all questions. Score for each option ranges from -100% to 100% and is shown right next to the option.

For more details please go to www.outsystems.com/Academy

Developer

Associate Developer

Did you see her/him create and debug applications with forms, menus and AJAX patterns that are present in the OutSystems Style Guide? (style guide)

- I had no opportunity to evaluate this. (0)
- No, I saw her/him trying but s/he can't do it yet. (-50)
- Yes, but frequently needs rework. (50)
- Yes, with quality output. (100)

Can s/he understand, design and implement the solution to a simple 4 hour programming task? (autonomy)

- I had no opportunity to evaluate this. (0)
- No, s/he fails to meet the goals and often fails to understand why. (-50)
- Yes, but requires regular support to meet the business goals and solution design. (50)
- Yes, s/he delivers on time meeting the business goal. (100)

Does s/he regularly use service center to rollback her/his work and troubleshoot with logs? (Service Center)

- I had no opportunity to evaluate this. (0)
- No, s/he never uses Service Center to rollback or troubleshoot. (-50)
- Yes, but often needs help in the troubleshoot. (50)
- Yes, when needed. (100)

Professional Developer

Did s/he frequently coach fellow Developers with technical issues? (technical advisor)

- I had no opportunity to evaluate this. (0)
- No, his colleagues tended not to seek his advice. (-50)
- Yes, but normally s/he was not able to help. (50)
- Yes, they counted on her/him for help. (100)

Did s/he write advanced SQL queries and demonstrated an understanding of how a Relational Database works? (SQL)

- I had no opportunity to evaluate this. (0)
- No, s/he only wrote simple queries. (-50)
- Yes, but sometimes not in the most efficient way. (50)
- Yes, s/he demonstrated an understanding of how a relational database works and used advanced queries correctly when required. (100)

Did s/he implement, multi-eSpace solutions, with the use of Service Studio? (multi-eSpace development)

- I had no opportunity to evaluate this. (0)
- No, s/he often didn't know how to approach a problem. (-50)
- Yes, but occasionally needed guidance to reach the right solution. (50)
- Yes, and was completely autonomous. (100)

Did s/he used Service Center with proficiency to troubleshoot his work? (service center)

- I had no opportunity to evaluate this. (0)
- No, s/he was unable to use Service Center effectively. (-50)
- Yes, s/he found the relevant errors easily but required guidance to understand them. (50)
- Yes, s/he easily found problems and interpreted the stack trace in the error logs. (100)

Did s/he integrate to external systems using extensions? (integrations)

- I had no opportunity to evaluate this. (0)
- No, s/he did not know when extensions should be used nor did s/he know when to define them in Integration Studio. (-50)
- Yes, s/he used extensions that were developed by others. (50)
- Yes, s/he knew when extensions are needed and was able to define their signatures using Integration Studio. (100)

Did s/he understand the time box principle? (methodology)

- I had no opportunity to evaluate this. (0)
- No, s/he did not understand how tasks affect the project's time box. (-50)
- Yes, but required some assistance managing his time. (50)
- Yes, s/he worked to meet the time box and raised flags as needed in a timely manner. (100)

Did s/he challenge the estimations provided by the Delivery Manager and explained why changes need to be applied? (estimations)

- I had no opportunity to evaluate this. (0)
- No, s/he always accepted proposed estimates. (-50)
- Yes, s/he challenged the estimates but needed assistance in estimating assigned tasks. (50)
- Yes and often helped the DM estimate the sprint's backlog. (100)

Did s/he understand the complete use case/story (the way the customer will use that portion of the system) when implementing a feature? (business alignment)

- I had no opportunity to evaluate this. (0)
- No, s/he usually failed to deliver solutions that address the use case. (-50)
- Yes, but often required additional iterations. (50)
- Yes, s/he delivered features that cover the business needs to the customers' satisfaction. (100)

When implementing a feature, was s/he able to extend the solution's architecture without breaking it? (architecture)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to extend the solution's architecture. S/he needs someone else to design it. (-50)
- Yes, but only with guidance. (50)
- Yes, s/he was able to extend the solution's architecture correctly (e.g. does not create circular references). (100)

Expert Developer

Did the team rely on her/him to address complex technical and architectural issues, being the team's technical advisor? (technical advisor)

- I had no opportunity to evaluate this. (0)
- No, s/he was an excellent developer but did not excel as a technical advisor of the team. (-50)
- Yes, but often proposed solutions that broke the solution's architecture. (50)
- Yes, they counted on her/him and s/he was able help them solve complex technical and architectural issues. (100)

Was s/he able to troubleshoot complex platform issues that require her/him to understand the platform's services and architecture? (platform troubleshooting)

- I had no opportunity to evaluate this. (0)
- S/he tackled any logic problem, but still needs some training regarding platform's services and architecture. (-50)
- Yes, until the point where it became necessary to dig into the platform's services or components. (50)
- Yes, took advantage of his knowledge on both the platform's services and architecture. (100)

Was s/he able to deploy the solution to a new environment? (solution deployment)

- I had no opportunity to evaluate this. (0)
- No, s/he needed to be closely monitored during the deployment process. (-50)
- Yes, s/he was able to deploy the solution to a new environment. (100)

Did you observe her/him properly balance technology and solution benefit? (business focus)

- I had no opportunity to evaluate this. (0)
- No, s/he always selected complex approaches that bring little value to the solution. (-50)
- Yes, with guidance. (50)
- Yes, s/he loves technology but focus was always on the solution benefit. (100)

Was s/he able to solve existing performance and scalability problems and then perform the necessary changes in the architecture? (performance and scalability)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to solve existing performance and scalability issues without guidance. (-50)
- Yes, s/he understood and solved performance and scalability issues but only on isolated modules (such as advanced queries requiring optimization). (50)
- Yes, s/he understood and solved performance and scalability issues by correctly changing the existing architecture. (100)

Was s/he able to measure and mitigate the risks involved in the design/deployment of new features and evaluate if regression testing or additional measures (e.g.: backups) were needed to keep the affected business processes intact? (handling change)

- I had no opportunity to evaluate this. (0)

- No, s/he focused on the development and needed assistance in measuring and mitigating the risks involved in the design or deployment of new features. (-50)
- Yes, but s/he frequently disregarded the indirect impacts on existing business processes. (50)
- Yes, when designing or deploying a new feature s/he clearly understood which business processes will be affected and s/he evaluated if regression testing or additional measures (e.g., backups) were important to mitigate those risks. (100)

Did s/he create high quality test scripts to test features end to end (taking into account the way the customer will use that portion of the system)? (quality assurance)

- I had no opportunity to evaluate this. (0)
- No, s/he relied on the DM to test the features end to end. (-50)
- Yes, although they needed a lot of rework. (50)
- Yes, s/he did. S/he created test scripts that could even be shared with the customer. (100)

Delivery Manager

Associate Delivery Manager

Was s/he able to define a sprint's backlog that reflected the business use case/story? (sprint backlog settlement)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to define a sprint's backlog that reflected the business use case. (-50)
- Yes, but sometimes the result failed to reflect the business use case. (50)
- Yes, s/he was able to define a sprint's backlog that reflected the business use case. (100)

During the project, did s/he keep the project status available and updated for the Engagement Manager at all times? (reporting and control)

- I had no opportunity to evaluate this. (0)
- No, during the project, s/he did not keep the project status available and updated for the Engagement Manager at all times. (-50)
- Yes, the project status was made available and updated when asked. (50)
- Yes, during the project, s/he kept the project status available and updated for the Engagement Manager at all times. (100)

Was s/he able to decompose features into understandable (by the team) work items? (work items)

- I had no opportunity to evaluate this. (0)
- No, s/he is not able to decompose features into understandable (by the team) work items. (-50)
- Yes, but after several iterations. (50)
- Yes, s/he is able to decompose features into understandable (by the team) work items. (100)

During the project, were scrums held daily? (scrum meetings)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, but s/he missed a scrum meeting more than once. (50)
- Yes, the scrums were held daily. (100)

Was s/he able to help developers overcome issues raised in the scrum meeting? (scrum meetings)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to help developers overcome issues raised in the scrum meeting. (-50)
- Yes, but s/he did not consistently assist developers in overcoming issues raised in the scrum meeting. (50)

- Yes, s/he consistently assisted developers in overcoming issues raised in the scrum meeting. (100)

Was s/he able to explain the backlog and technical challenges to the team and Engagement Manager? (project management)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to explain the backlog and technical challenges to the team and Engagement Manager. (-50)
- Yes, s/he was able to explain the backlog and technical challenges to the developers, but lacked the ability to explain them to the Engagement Manager. (50)
- Yes, s/he is s/he able to explain the backlog and technical challenges to the team and the Engagement Manager. (100)

During the project, did s/he articulate and justified the deviations to plan? (project management)

- I had no opportunity to evaluate this. (0)
- No, s/he did not. (-50)
- Yes, s/he did articulate and justified the deviations to plan. (100)

During the project, did s/he oversee end-to-end testing to deliver quality output? (quality assurance)

- I had no opportunity to evaluate this. (0)
- No, s/he did not. (-50)
- Yes, but often more iterations than expected were necessary to achieve quality output. (50)
- Yes s/he oversaw end-to-end testing to deliver quality output. (100)

Did s/he added or changed features without breaking the current architecture? (solution architecture)

- I had no opportunity to evaluate this. (0)
- No, s/he frequently rendered the current architecture inoperable. (-50)
- Yes, s/he was successful in adding or changing features without breaking the current architecture. (100)

Professional Delivery Manager

Was the project delivered on time and consistent with the time box principle? (time management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, the project was delivered on time and consistent with the time box principle. (100)

Was s/he able to lead the team ensuring end-to-end quality output and customer satisfaction? (quality)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he was able to lead the team ensuring end-to-end quality output and customer satisfaction. (100)

Was s/he able to identify project risks and dependencies in a timely fashion and act upon them? (project management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, but s/he missed to identify some which resulted in project issues. (50)
- Yes, s/he was able to identify project risks and dependencies in a timely fashion and to act upon them. (100)

Was s/he capable of helping team members improve their skills and become autonomous over time? (team building)

- I had no opportunity to evaluate this.

- No. (-50)
- Yes, but not always in an effective way or only when asked. (50)
- Yes, s/he was capable of helping the team members improve their skills and become autonomous over time. (100)

Did s/he coached and ensured that the team followed development best practices? (team building)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he promoted conformance to development best practices without coaching team members. (50)
- Yes, s/he coached and ensured that the team followed development best practices. (100)

Was s/he able to design advanced solution architectures with performant integrations to external systems? (architecture)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he was able to design advanced solution architectures but often with some assistance. (50)
- Yes, s/he was able to design advanced solution architectures with performant integrations to external systems. (100)

Can s/he design an architecture that is both maintainable and extensible? (architecture)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, but with flaws or unnecessary complexity. (50)
- Yes, s/he can s/he design an architecture that is both maintainable and extensible. (100)

When a problem occurred that affected more than one feature, was s/he able to diagnose and solved leveraging the solution's architecture? (problem solving)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he was able to diagnose and solved problems that affected more than one feature and leveraging the solution's architecture. (100)

Expert Delivery Manager

Was s/he able to delegate and follow up tasks efficiently in teams of four or more members (including the Engagement Manager)? (time management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes but s/he doesn't always do the necessary follow-up to ensure the task is done. (50)
- Yes, s/he was able to delegate and follow up tasks efficiently in teams of four or more members (including the Engagement Manager). (100)

Was s/he able to estimate work items in order to deliver with quality and no extra effort needed during a Complex project? (time management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Most of the time yes, but when work items are more complex they tend to have an unexpected actual effort bigger than the estimated. (50)
- Yes, s/he was able to estimate work items in order to deliver with quality and no extra effort needed during a Complex project. (100)

Does s/he have the ability to integrate with 3rd party systems, learning the skills or managing the team to sort things out? (architecture)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, but most of the time needs help from people outside the team. (50)
- Yes, s/he has the ability to integrate with 3rd party systems, learning the skills or managing the team to sort things out. (100)

Was s/he able to refactor existing solutions in order to increase maintainability and optimize performance in a factory where several complex projects were being developed? (architecture)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he able to refactor existing solutions in order to increase maintainability and optimize performance in a factory where several complex projects were being developed. (100)

Did s/he demonstrate an acute sense of urgency of all project related matters throughout the course of the project? (project management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Sometimes s/he does, in isolate occasions. Not as a regular behavior. (50)
- Yes, s/he did demonstrate an acute sense of urgency of all project related matters throughout the course of the project. (100)

Was s/he able to measure and optimize the team's productivity, sprint by sprint? (project management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he was able to measure and optimize the team's productivity, sprint by sprint. (100)

Was s/he always ready to do a detailed report status about the sprint for a Complex project? (project management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, but s/he was not always aware of the full status, which had an impact on the following sprints. (50)
- Yes s/he was always ready to do a detailed report status about the sprint for a Complex project. (100)

Was s/he able to proactively identify roadblocks and come up with solutions for them (directly or acting as a mediator between parties)? (project management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Sometimes, s/he was, although not yet as a regular behaviour. (50)
- Yes, s/he able to proactively identify roadblocks and come up with solutions for them (directly or acting as a mediator between parties). (100)

Was s/he able to learn and explain to the team the business needs, in the context of a Complex project? (business alignment)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he able to learn and explain to the team the business needs, in the context of a Complex project. (100)

Does s/he negotiate with the EM the sprint backlog keeping focus on balancing business needs with technical solutions? (business alignment)

- I had no opportunity to evaluate this. (0)

- No. (-50)
- Sometimes s/he is too much focused on technical issues forgetting what is needed for the business. (50)
- Yes, s/he negotiates with the EM the sprint backlog keeping focus on balancing business needs with technical solutions. (100)

Was s/he capable of helping team members improve their skills and progress in terms of their own professional goals and OutSystems certification? (team building)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he did help the team improving their skills but not focused on their own goals and certification. (50)
- Yes, s/he was capable of helping team members improve their skills and progress in terms of their own professional goals and OutSystems certification. (100)

Does s/he continuously motivate team members, even during stressing times? (team building)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he continuously motivates team members, even during stressing times. (100)

In a Complex project, does s/he shield the team members from external disturbances by properly filtering the communication channel? (team building)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he does shield the team members from external disturbances by properly filtering the communication channel. (100)

Was s/he able to implement, optimize and create delivery quality procedures (such as acceptance tests, performance service level compliance, environment monitoring, stress and regression tests) for Complex projects? (quality)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he was able to implement, optimize and create delivery quality procedures (such as acceptance tests, performance service level compliance, environment monitoring, stress and regression tests) for Complex projects. (100)

Engagement Manager

Associate Engagement Manager

Did s/he drill down the requirements with the customer to a level of detail that clarifies and answers the business need? (solution architecture)

- I had no opportunity to evaluate this. (0)
- No, s/he did not drill down the requirements with the customer to a level of detail that clarifies and answers the business need. (-50)
- Yes, s/he drill down the requirements with the customer to a level of detail that clarifies and answers the business need. (100)

Was s/he able to articulate each requirement to the Delivery Manager? (solution architecture)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, yet the Delivery Manager frequently did not understand the meaning of the requirements.
- Yes, s/he was able to articulate each requirement to the Delivery Manager. (100)

Was s/he able to translate the high level requirements into a clear functional description understood and acknowledged by the customer? (translate technical details)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to translate the high level requirements into a clear functional description understood and acknowledged by the customer. (-50)
- Yes, s/he was able to translate high level requirements into functional description but often required more than one iteration for the customer to understand it. (50)
- Yes, s/he was able to translate the high level requirements into a clear functional description understood and acknowledged by the customer. (100)

Was s/he able to reach an agreement with the customer on what features had to be delivered for each sprint? (alignment with business)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to reach an agreement with the customer on what features had to be delivered for each sprint. (-50)
- Yes, s/he was able to reach an agreement with the customer on what features had to be delivered for each sprint, but the customer often came back to the discussion of what was to be delivered. (50)
- Yes, s/he was able to reach an agreement with the customer on what features had to be delivered for each sprint. (100)

Was s/he able to keep focus on the solution, while keeping in mind the impact on the business? (alignment with business)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to keep focus on the solution, while keeping in mind the impact on the business. (-50)
- Yes, she was able to keep focus on the solution, but the business impact was sometimes neglected. (50)
- Yes, s/he was able to keep focus on the solution, while keeping in mind the impact on the business. (100)

Did s/he challenge the business need and ensured that the solution addressed it? (business value)

- I had no opportunity to evaluate this. (0)
- No, s/he did not challenge the business requirements. (-50)
- Yes, s/he challenged the business need and ensured that the solution addressed it. (100)

Was s/he able to identify and address the roll out requirements involving the correct personnel and processes? (production roll out)

- I had no opportunity to evaluate this. (0)
- No, s/he was not able to identify and address the roll out requirements. (-50)
- Yes, s/he was able to identify and address the roll out requirements but failed to address all personnel and processes involved. (50)
- Yes, s/he was able to identify and address the roll out requirements involving all personnel and processes involved. (100)

Is the system being used by the end users? (user adoption)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, but some tuning is still required. (50)
- Yes, the system is being used by the end users. (100)

Was s/he able to keep the customer from adding additional requirements that could lead to extra sprints thus failing and failure to meet the original project time box? (negotiate)

- I had no opportunity to evaluate this. (0)
- No, s/he allowed the customer to add additional requirements that lead to extra sprints and failure to meet the original project time box. (-50)
- Yes s/he was able to keep the customer from adding additional requirements that could lead to extra sprints thus failing and failure to meet the original project time box. (100)

Did s/he manage the project dependencies adequately ensuring that the project go live was on target? (control)

- I had no opportunity to evaluate this. (0)
- No, s/he did not manage the project dependencies adequately. (-50)
- Yes, s/he managed the project dependencies adequately most of the times, but the project failed to meet the initial go live. (50)
- Yes, s/he managed the project dependencies adequately ensuring that the project go live was on target. (100)

Professional Engagement Manager

Was s/he able to identify the persons and roles that were part of the project using it to benefit the project's outcome? (political guide)

- I had no opportunity to evaluate this. (0)
- No, s/he was unable to identify the persons and roles that were part of the project. (-50)
- Yes, but some were identified only in the middle of the project or failed to correctly involve some of them. (50)
- Yes, s/he was able to identify the persons and roles that were part of the project using it to benefit the project's outcome. (100)

Was s/he able to identify the goals that each stakeholder has with the project? (political guide)

- I had no opportunity to evaluate this. (0)
- No s/he was unable to identify the stakeholder's underlying interests for the project. (-50)

- Yes, s/he was able to identify the goals for most of the stakeholders, but missed some stakeholders. (50)
- Yes s/he was able to identify the stakeholder's underlying interests for the project. (100)

Was s/he aware of the organizational and process changes required for the project to be successful within the organization? (business knowledge)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he identified all decisions and changes required but failed to ensure their implementation in a timely fashion. (50)
- Yes, s/he was aware of the organizational and process changes required for the project to be successful within the organization. (100)

Did s/he establish mitigation plans to control the project's risks in an effort to minimize impact on the project timeline? (risk management)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he did establish mitigation plans to control the risks but did not keep a constant monitoring. (50)
- Yes s/he did control the project's risks and dependencies to ensure the adequate timings of the project. (100)

Did s/he control the project's progress to ensure the adequate timings of the project? (project control)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes s/he did s/he control the project's progress to ensure the adequate timings of the project. (100)

Did s/he understand the business needs for the several stakeholders involved? (business understanding)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he understood the business needs for most stakeholders, but missed some. (50)
- Yes, s/he did understand the business needs for the several stakeholders involved. (100)

Was the customer happy with the project output? (customer satisfaction)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes. (100)

When a problem was spotted did s/he demonstrate the ability to articulate it to the customer while proposing possible solutions to it? (negotiation)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, s/he was able to articulate with the customer in solving problems, but failed to propose more than one solution. (50)
- Yes, when a problem was spotted s/he did demonstrate the ability articulate it to the customer while proposing possible solutions to it. (100)

Throughout the feature/changes negotiations did s/he focus on the business value? (negotiation)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, throughout the feature/changes negotiations s/he did focus on the business value. (100)

Did s/he challenge the business need and ensured that the solution addressed it? (business value)

- I had no opportunity to evaluate this. (0)

- No, s/he did not challenge the business requirements. (-50)
- Yes, s/he challenged the business need and ensured that the solution addressed it. (100)

Is the system being used by the end users? (user adoption)

- I had no opportunity to evaluate this. (0)
- No. (-50)
- Yes, the solution is being used by the end users, but adoption is still not complete. (50)
- Yes, the system is being used by the end users. (100)

Did s/he manage the project dependencies adequately ensuring that the project go live was on target? (control)

- I had no opportunity to evaluate this. (0)
- No, s/he did not manage the project dependencies adequately. (-50)
- Yes, s/he managed the project dependencies adequately ensuring that the project go live was on target. (100)

More information

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