

1:1s with Marcus

8 weekly check-ins · last on April 27, 2026 · synced just now

MY OPEN ACTION
ITEMS

20

20 unchecked across
8 1:1s

MARCUS OWES YOU

13

2 promised in 2+
meetings

DAYS SINCE LAST

1:1

7

last: Apr 27

GOALS ON TRACK

2/3

of quarterly goals

Goals you set in Q2 — and how often you've actually discussed them

Lead Aurora migration

ON TRACK

Discussed in 8 of 8 1:1s · last touched Apr 27

LATEST: 85%. Cutover plan in review.

Mentor 2 junior engineers

ON TRACK

Discussed in 8 of 8 1:1s · last touched Apr 27

LATEST: Both growing well.

Grow system design skills

SLIPPING

Discussed in 8 of 8 1:1s · last touched Apr 27

LATEST: 0 this week. Pattern: when migration intensifies, this drops first.

What keeps coming up — recurring topics across your 1:1s



Marcus has promised "Send me the Staff engineer rubric" in 8 of 8 1:1s and still hasn't delivered.

First mentioned Mar 2 · still open



"capacity" came up in 5 of 8 1:1s .



"promotion" came up in 3 of 8 1:1s .



"staff" came up in 3 of 8 1:1s .



"pooling" came up in 3 of 8 1:1s .

Open action items — deduped across all meetings, oldest first

Mine

Marcus's

- Draft Aurora migration scoping doc by March 13
63d old since Mar 2
- Set up first 1:1s with Liam (and Kira if confirmed)
63d old since Mar 2
- Pick a system design book — start the weekly habit
63d old since Mar 2
- Finish Aurora scoping doc by March 16
56d old since Mar 9
- Schedule pooling design session with Marcus
56d old since Mar 9
- Implementation kick-off with Davide by March 20
49d old since Mar 16
- Block 4 hours/week for system design exercises
49d old since Mar 16
- Reach out to Kira directly to start mentorship
35d old since Mar 30

Show all 20 (12 more) ↓

Recent 1:1s — newest first

April 27, 2026 · 1w ago

3 mine

3 Marcus

3 goals touched

Aurora cutover prep is accelerating while team capacity is stretched thin across competing demands.

[Open in Drive →](#)

April 20, 2026 · 2w ago

2 mine

2 Marcus

3 goals touched

Great week with major wins (Liam solo on-call, Aurora progress, external validation), but Q3 planning is now overdue.

[Open in Drive →](#)

April 13, 2026 · 3w ago

2 mine

3 Marcus

3 goals touched

Bounced back strong: revised pooling passed load tests and leadership presentation went well.

[Open in Drive →](#)

April 6, 2026 · 4w ago

3 mine

3 Marcus

3 goals touched

Aurora pooling failed under peak load, consuming all capacity and halting system design progress.

[Open in Drive →](#)

March 30, 2026 · 1mo ago

3 mine

3 Marcus

3 goals touched

Capacity strain from heavier-than-scoped implementation; Kira kickoff stalled for three weeks.

[Open in Drive →](#)

Live artifact · reads [1:1s with Marcus \(Q2 2026\)](#) from Google Drive each open. Edit any doc and reload.