

I make things and great mistakes. I enjoy working with companies with a learning organization culture or similar approaches.

Employment History

Elixir Developer, Yolo Group, Finance ☐ Elixir, PostgreSQL

Apr 2024 – @ Remote, Estonia

Activities: Work in the balanced.io on liveview primarily for our accounting stakeholders.

Elixir Developer, Hawku ☐ Elixir, AlpineJS, PostgreSQL

Jan 2022 – Apr 2023 @ Remote, USA

Activities: Working on liveview primarily. Integration with Metamask and working with Hawku Marketplace.

Elixir Developer, SeedEmbassy ☐ Elixir, Docker, PostgreSQL

Jan 2021 – Feb 2022 @ Remote, Brazil

Activities: I do minor tasks/features.

Mistakes: A few, I'm improving my Elixir skills.

PHP/Ruby/Elixir Developer, VentUp ☐ Ruby, Docker, PHP, MySQL, Redis, GraphQL

Sept 2020 – Jan 2021 @ Remote, Monterrey, Mexico

Activities: On a daily basis I add features for the Laravel Web Application. I created an GraphQL API backend with Rails and Svelte as its frontend. I also look for places where I can improve performance at SQL level. Lately, I'm developing a GraphQL API backend with Phoenix and Absinthe.

Mistakes: I have failed a few times to deliver some features on time.

Ruby Developer, PerkHealth ☐ Ruby, Docker, PostgreSQL, Sidekiq

Jun 2021 – Aug 2021 @ Remote, Minnesota, USA

Activities: On a daily basis I add features to the ongoing applications.

Mistakes: Apparently none.

Ruby Developer, Reverse Retail GmbH ☐ Ruby, Docker, Sidekiq, Postgres

Nov 2019 – Jun 2020 @ Hamburg, Germany

Activities: Most of the things I did on a daily basis was fixing bugs. I did create a scrapping system. On the legacy code, I added a couple small features. Other activities were reviewing PRs and helped other developers with their issues.

Mistakes: I failed at dealing with managers or the lack of it.

Ruby/Javascript Developer, Bytestand ☐ Ruby, Docker, Sidekiq, Postgres, Vue, ShopifyAPI, Mailgun API

Mar 2019 – Sept 2020 @ Remote, Charlotte, USA

Activities: I worked on the legacy code of one of the platforms called Bytestand. That consisted in adding a few features and fixing major bugs. I re-engineered the frontend for another platform called FreshCredit. The frontend was done with VueJS framework.

Mistakes: I failed at working with none-agile environments.

Ruby Developer, Cultivate Labs ☐ Ruby, Postgres, jQuery

Oct 2018 – Jan 2019 @ Remote, Chicago, USA

Activities: I added a couple of features: basically the customizable forms where users can create their own forms with as many different DOM elements among other stuff.

Mistakes: Apparently none.

Ruby/Javascript/Rust Developer, Icalia Labs ☐ Ruby, Rust, Postgres, Docker, jQuery, React, Redux, Angular, Sidekiq, Sendgrid API, Stripe API, Twilio API, RabbitMQ

Mar 2016 – Sep 2018 @ Monterrey, Mexico

Activities: I worked with development teams to increase their productivity. I was in charge of PR reviews. I worked as a technical consultant for new projects. I created a few platforms with Rails, Sidekiq, Redis with third-party services such as Twilio, Sendgrid, Realstate APIs, Google APIs, and IBM Watson APIs. All this under the infrastructure of Docker (Swarm) on AWS.

Mistakes: I failed in delivering features on time. I failed in trying to manage too many projects. I failed in giving feedback to work colleagues.

Ruby/Javascript/iOS Developer, Eolus IDeA ☐ Ruby, Postgres, jQuery, Angular, Sidekiq, Sendgrid API, Conekta API

Feb 2014 – Feb 2016 @ Monterrey, Mexico

Activities: I created two platforms for company. My work consisted in developing the backend, frontend and iOS native app. I also managed the deployment on AWS.

Mistakes: I failed on delivering features on time.

Ruby/iOS Developer, Alebrije Estudios ☐ Ruby, Postgres, MySQL, jQuery, Angular, DelayedJob, Sendgrid API, Conekta API, iOS

May 2013 – Feb 2014 @ Monterrey, Mexico

Activities: I managed 4 ongoing projects. I delivered a few iOS apps with Rails backends. I also managed the new developers onboarding.

Mistakes: I failed how to deliver feedback in the beginning. Sometimes chaos was too much that I failed in organization the daily activities for myself and the group.

References available upon request

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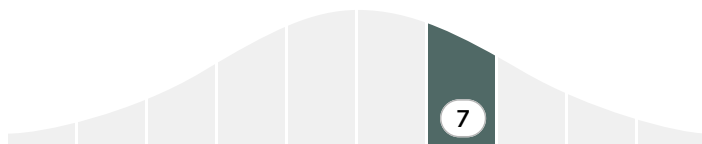
luis ignacio cejudo fontes - Logical ability

Alva's logic test assesses logical ability, i.e., how efficiently one processes complex information and draws accurate conclusions from it.

Slightly above average

69th - 84th percentile.

Your score on the logic test is 7, which is slightly above average.



Alva Labs interprets logical ability by benchmarking your score against *others* in the working population. A score of *slightly above average* indicates a person often requires less time and effort to interpret abstract information and form logical conclusions. People with similar scores often experience they can easily acquire and apply new knowledge, provided the topic is not complicated.

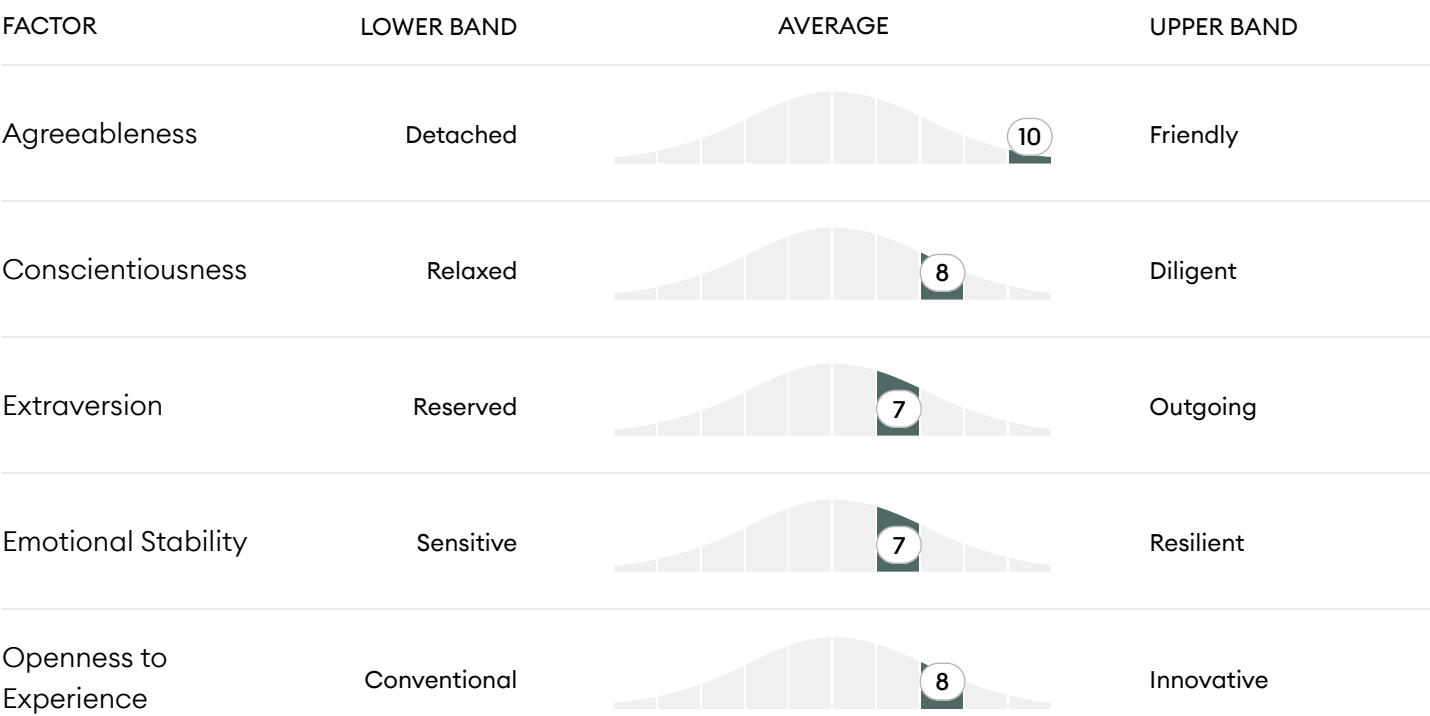
Keep in mind when interpreting your results that *logical ability is far from the only factor* determining job performance or career success. Personality, motivation, values, and experience are also important, and strengths in one area *may outweigh weaknesses* in another.

* The most common standard scores are 5 and 6. The percentile ranges for these scores are wide due to the fact that they cover a large proportion of the population.

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luis ignacio cejudo fontes - Personality profile

Alva’s personality test is constructed and built on the so-called 'Five Factor Personality Theory', which is considered the most valid framework and model for quantifying personality.



Possible strengths

- Works hard to benefit the team and achieve common goals
- Passionate about finding new solutions to human problems
- Loves learning and excels at using knowledge creatively

Possible challenges

- Tends to have a hard time saying no and limit their workload
- May seem inconsistent or lacking stability of opinion
- Tends to get bored by questions that have one right answer

Growth factors

Drivers

What are the key motivators for this person?

Culture preferences

In what environment does this person thrive?

Potential roles

Roles this person is likely to thrive in

Stimulation

Relationships

Creativity

Supportive

Team-oriented

Innovative

Customer Service

Strategic roles

Sales

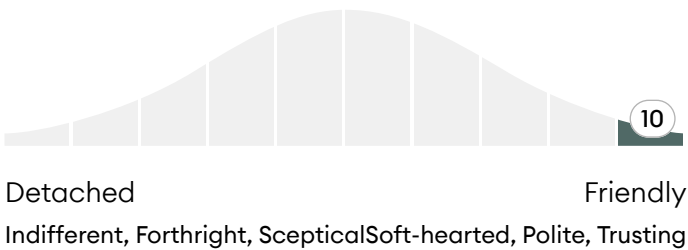
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Agreeableness

Very Friendly

98th percentile and above.

A very high score indicates that one has a markedly empathetic, friendly style when interacting with others. People with very high scores routinely trust other people and their intentions, which makes collaboration easy for them. They are likely to be very warm, soft-hearted, and consensus-seeking, meaning they are very reluctant to speak 'hard truths' or enter into conflict.

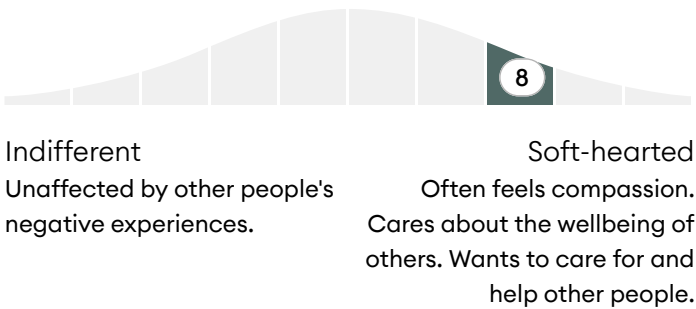


Three aspects of agreeableness:

Compassion: Soft-hearted

84th - 93rd percentile.

- Cares about the wellbeing of others
- Often feels compassion and wants to help others



Politeness: Very Polite

93rd - 98th percentile.

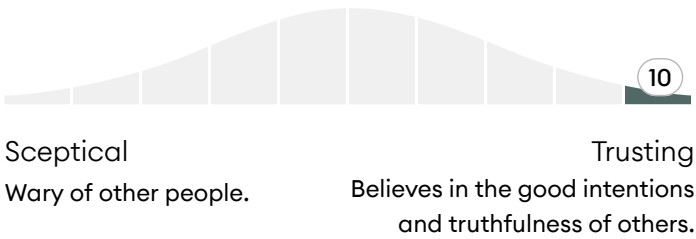
- Very well-mannered and humble
- Very reluctant to offend others; stays out of conflicts



Trust: Very Trusting

98th percentile and above.

- Very easily trusts other people
- Assumes the best about others' intentions



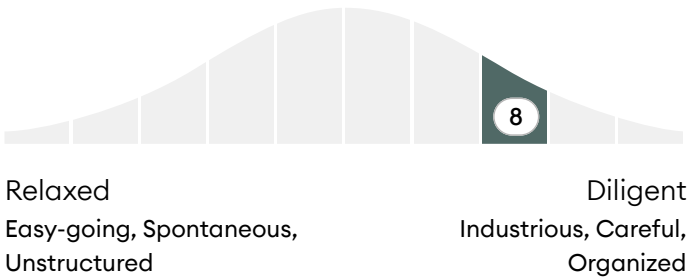
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Conscientiousness

Diligent

84th - 93rd percentile.

A high score indicates that one has a strong focus on achievement and responsibility. People with high scores tend to work hard to reach goals and live up to expectations, even when it means sacrificing pleasure and fun. They have high self-discipline and prefer to work in a structured way at a high tempo.

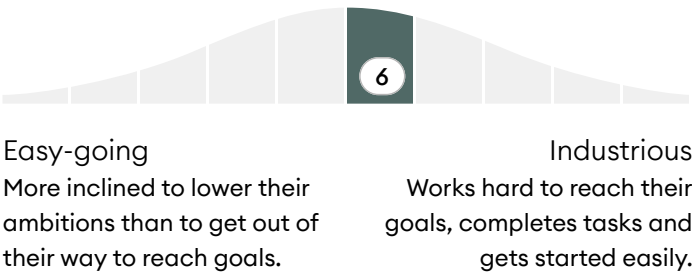


Three aspects of conscientiousness:

Goal-striving: Neither Easy-going nor Industrious

50th - 69th percentile.

- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily



Carefulness: Careful

84th - 93rd percentile.

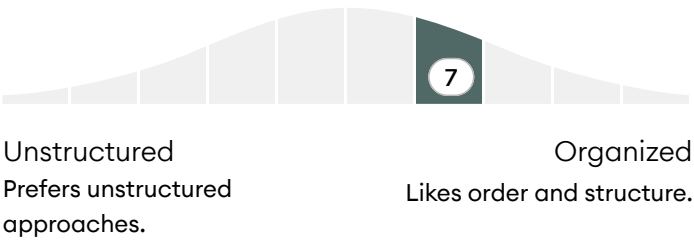
- Puts preparation into decisions
- Concerned about getting things right



Orderliness: Organized

69th - 84th percentile.

- Prefers order and structure
- Has an organized approach to work



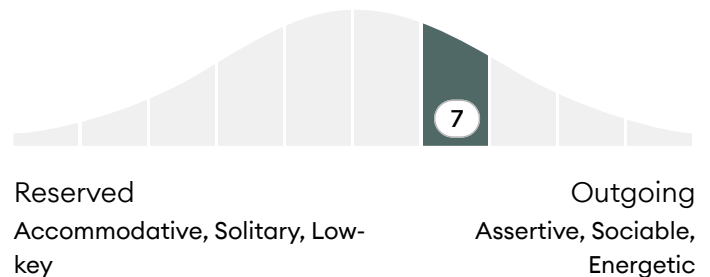
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Extraversion

Outgoing

69th - 84th percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.



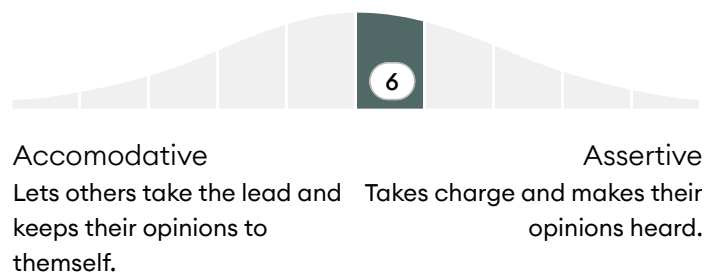
Three aspects of extraversion:

Assertiveness: Neither Accomodative nor Assertive

50th - 69th percentile.

Voices their opinion when needed

Sometimes takes the lead, but not routinely

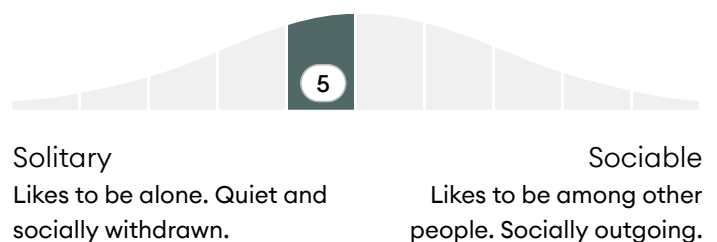


Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

Likes a balance between social and alone time

Sometimes quite outgoing, but can also be more quiet

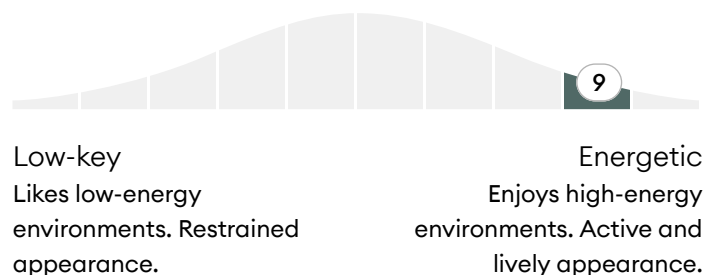


Energy Level: Very Energetic

93rd - 98th percentile.

Very high energy level and lively appearance

Strong need for activity and a high pace of life



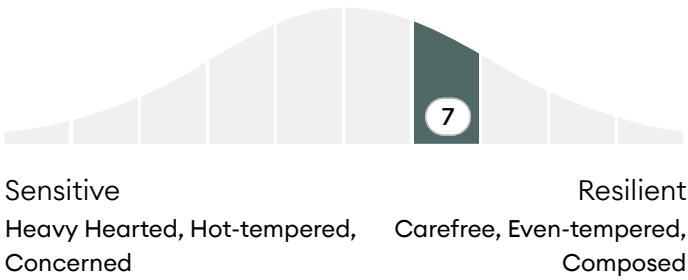
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Emotional Stability

Resilient

69th - 84th percentile.

A high score indicates that one has an even temper and a tendency to remain calm and stable. People with high scores tend to be relatively unshaken by what is happening around them, hence remaining effective even under pressure. They are resilient and optimistic in the face of setbacks and handle stress and worry well.



Three aspects of emotional stability:

Optimism: Carefree

69th - 84th percentile.

- Gets past setbacks easily
- Optimistic in most situations



Stability: Neither Hot-tempered nor Even-tempered

50th - 69th percentile.

- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often



Stress tolerance: Composed

84th - 93rd percentile.

- Rarely experiences worry
- Usually remains calm even under high pressure



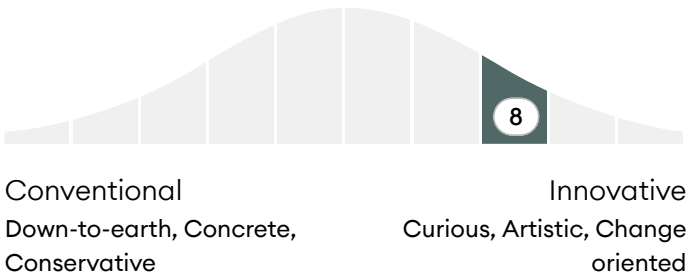
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Openness to Experience

Innovative

84th - 93rd percentile.

A high score indicates that one is interested in new impressions and experiences. People with high scores tend to be intellectual, learning-oriented, and motivated to solve abstract problems. They are also open to change and like to find new, creative solutions to challenges.

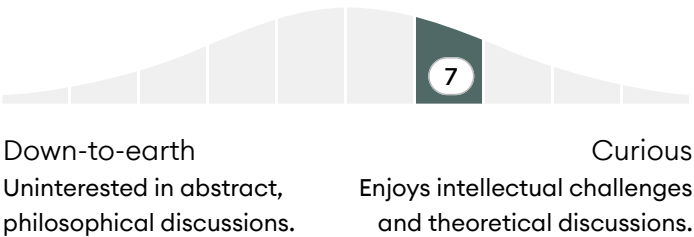


Three aspects of openness to experience:

Curiosity: Curious

69th - 84th percentile.

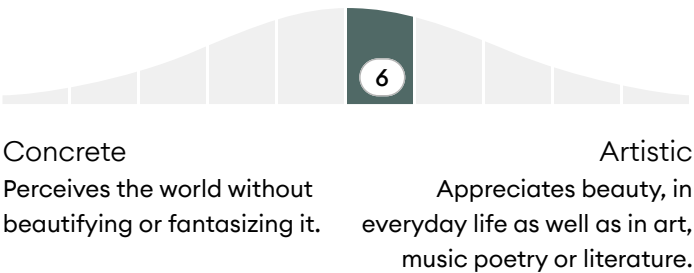
- Intellectual and curious mind
- Enjoys theoretical problems



Aesthetic orientation: Neither Concrete nor Artistic

50th - 69th percentile.

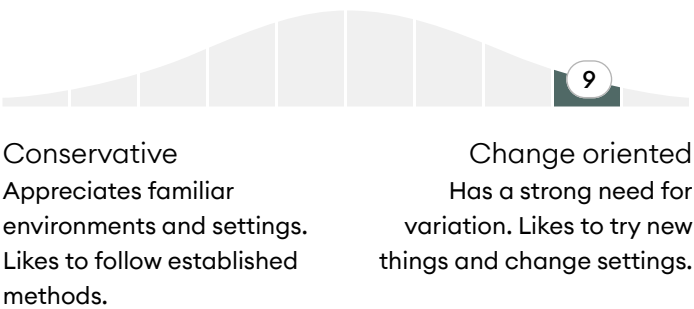
- Shows some interest in art and beauty
- Has some imagination but does not always use it



Change orientation: Very Change oriented

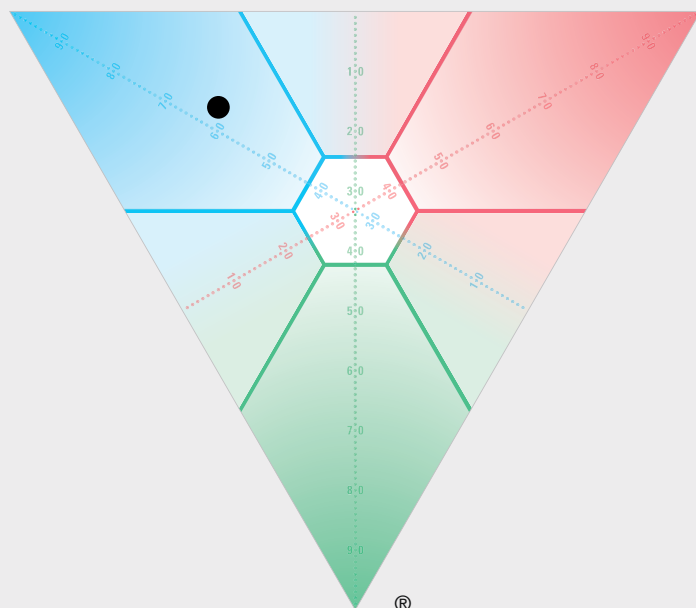
93rd - 98th percentile.

- Has a very strong need for variation
- Loves to try new things and change settings



Motives

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CONDITION #1: WHEN THINGS ARE GOING WELL

MOTIVES

Your Motivational Value System (MVS) dot is based on your scores. It shows the relative priority of your People, Performance, and Process motives – and how they blend when things are going well.



BLUE People

You are motivated by the protection, growth, and welfare of others. You have a strong desire to help others who can genuinely benefit.

YOUR MOTIVES AND VALUES

As a person with a **Blue MVS**, you achieve feelings of self-worth by being genuinely helpful to others, with little or no concern for what you receive in return.

You help others in ways that enhance their happiness and genuinely meet their needs. You express concern for the welfare of others. You place your faith in others, and offer others the benefit of the doubt. You believe that giving others praise and rewards creates happiness and gratefulness in their hearts and minds. You value the power of helping people grow.

You embrace the opportunities life affords to provide help to others, and the real reward for you is the evidence that the help was received and valued. For you, the effort and intent to help are most important. You value recognition but tend to believe that any external reward for your efforts will be offered without having to ask for it.

The act of helping is not always enough for you. The greatest enjoyment in the act of helping comes from seeing other people benefit. You want others to accept, value, and appreciate the help you give. A simple thank you means a lot.

UNDERSTANDING YOUR RESULTS


The SDI 2.0 describes your motives in relating to others under two conditions:

- 1) **when everything is going well**
- 2) when you are faced with conflict

The dot on the SDI 2.0 Triangle represents the motives that drive your use of strengths when things are going well. Each person's MVS is a combination of three primary motives working together. The MVS shows the frequency with which people are motivated by concerns for People (Blue), Performance (Red), and Process (Green).

There are seven MVS regions on the SDI 2.0 Triangle. Each region is defined by the way the three motives blend in different proportions when things are going well.

MOTIVATIONAL VALUE SYSTEM

62	22	16
People	Performance	Process
My MVS is:		
 BLUE		