

Engineering Manager Weekly Metrics Checklist

Track the metrics that matter for your team's health and velocity

WEEK OF
MM/DD/YYYY

TEAM
Team Name

MANAGER
Your Name

TEAM SIZE
Engineers



Velocity Metrics



Average PR Cycle Time

Time from first commit to merge. Target: under 48 hours.

hrs

Elite: <24h | Good: 24-48h



PRs Merged This Week

Total PRs successfully merged to main/production.

#

Trend: vs last week



Deployment Frequency

How often you deploy to production.

/day

Elite: Multiple/day



Waiting Time (PR open to first review)

Often the largest bottleneck in cycle time.

hrs

Target: <4h



Quality Metrics



Test Failure Rate

Percentage of PRs with CI failures.

%

Good: <10% | Critical: >20%



Merge Without Approval Rate

PRs merged without proper review.

%

Target: 0%



Average PR Size

Lines changed per PR. Smaller = better reviews.

lines

Ideal: <400 | Large: >1000



Review Coverage

Percentage of PRs that received reviews.

%

Target: 100%



Team Health Indicators

- ☐ **Review Load Distribution**
Is review work evenly distributed? Check for overloaded reviewers.
- ratio
Max/Min reviews ratio
-
- ☐ **After-Hours Activity**
Percentage of commits outside business hours.
- %
Warning: >20%
-
- ☐ **Weekend Activity**
Any team members working weekends consistently?
- # devs
Target: 0
-
- ☐ **Bus Factor Risk**
Files/areas with single contributor ownership.
- areas
Flag: >3 critical areas

Weekly Actions

- ☐ **Review stale PRs (>5 days old)**
Identify blockers, assign reviewers, or close if abandoned.
-
- ☐ **Check for blocked engineers**
Anyone waiting >24h for review? Intervene.
-
- ☐ **Address test flakiness**
Quarantine or fix tests that failed multiple times.
-
- ☐ **Recognize top contributors**
Acknowledge great reviews, mentorship, or throughput.
-
- ☐ **Schedule 1:1 if burnout signals detected**
After-hours work, intensity creep, or pattern changes.

Week-over-Week Summary



Notes & Action Items

What needs attention this week? Any patterns to investigate? Action items for next week?

Wins & Recognition

Team wins, individual recognition, improvements observed...

Created with [CodePulse](#) — Engineering Analytics for Modern Teams

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