# Proficiency report: Track your team's efficiency

Tags: Flow (https://pluralsight.knowledgeowl.com/help/search?phrase=:Flow)

Who can use this?

| Core | Plus |
| --- | --- |
| | ✓ |

The proficiency report provides insight to your team’s proficiency in a specific coding language alongside their Skill IQ distribution. In this report, view code commit efficiency trends for the most prevalent software languages used in your code repository.

## What can you do with the Proficiency Report?

If you're a team leader, you can:

1. Track how much work is occurring (lines of code, number of commits) in each software language over time
2. Track commit efficiency (proprietary Flow metric, percentage of code that sticks after 3 weeks) by month in each language
3. See the distribution of their team's skill proficiency (using Skill IQ, requires joint contract and 5 or more Skill IQ scores)
4. Utilize recommendations to improve processes and develop skills

## Detectable languages

The list of detectable languages for the Proficiency Report include:

- ASP.NET
- Assembly
- Batch
- C
- C#
- C++
- CSS
- Delphi
- Elixir
- Erlang
- Go
- Groovy
- HTML
- Java
- JavaScript
- JSON

- Julia
- Jupyter
- Kotlin
- Lua
- Objective-C
- Pascal
- Perl
- PHP
- PLSQL
- Powershell
- Puppet
- Python
- R
- Ruby
- Rust
- SASS
- Scala
- Scheme
- Shell
- SOQL
- SQL
- Swift
- Terraform
- TypeScript
- XML
- YAML

## How do I view my team’s efficiency?


Efficiency is the inverse of rework (). The efficiency per commit is the average efficiency per commit for a specific language, averaged over a period of time, like a month or the whole year. Efficiency per commit is measured as a percentage against time. Use the efficiency report to see how your team's efficiency in a specific language has changed over time.

The six languages with the most lines of code over the year are captured in the efficiency bubble chart at the top.

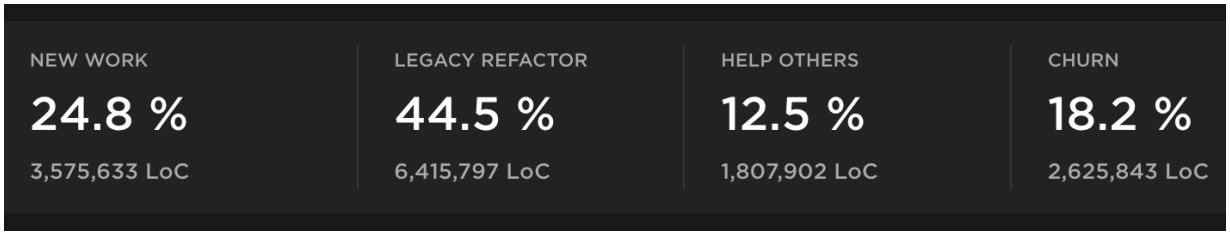
View the trends, highlights, and additional information of a specific language by clicking a single bubble in the proficiency chart.

Additionally, filter the report by teams and date range using the filters at the top of the page.

> **Note:** The Proficiency report date filter is **Trailing 12 months**. This range is a little different from the **Trailing year** range in other reports. **Trailing 12 months** includes the last 11 full months of data and the in-progress data for the current month. **Trailing year** includes the last 365 days of data.

## Get a summary of your team's stats over the past year

Lines of code captures this team's overall annual percentages of new work, legacy refactor, help given to others, and rework across all languages. This serves as an anchoring point to compare with the specific languages' metrics.



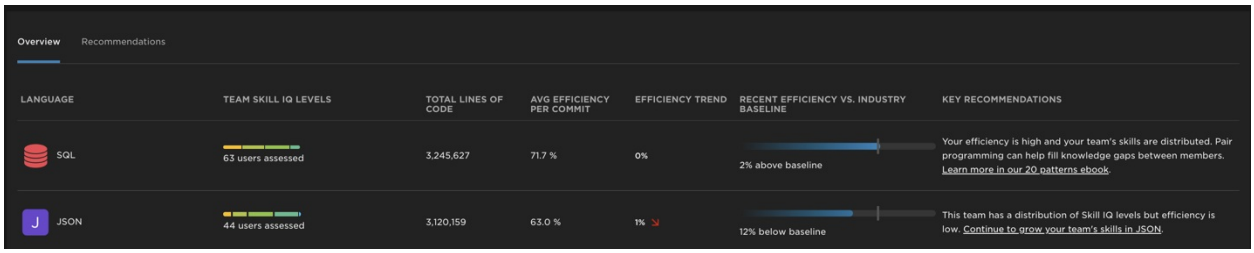

## Get an overview of your team's commits

The **Overview** captures all the languages your team has committed during the date range selected and those stats. You can sort these stats by clicking on the column name.

**Team Skill IQ levels** shows the percentage of users, of those who have assessed, in each skill level for that language's Skill IQ assessment.

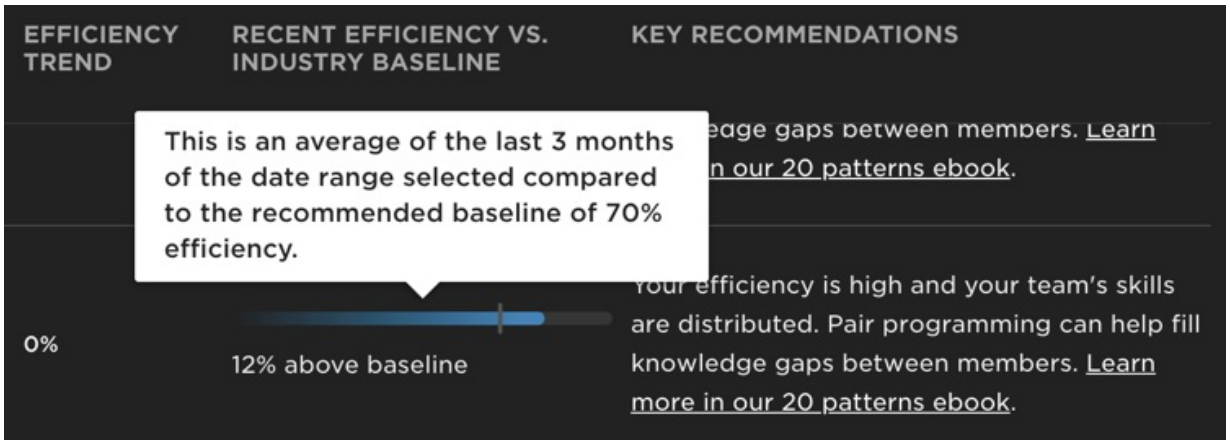
Hover over the **Team Skill IQ level bar** to view Skill IQ percentages across your team.

> **Note:** Only one assessment is taken into consideration for each language.




**Recent efficiency vs. industry baseline** shows your team's efficiency as an average of the last 3 months within the date range selected. This is compared to the industry baseline of 70%.

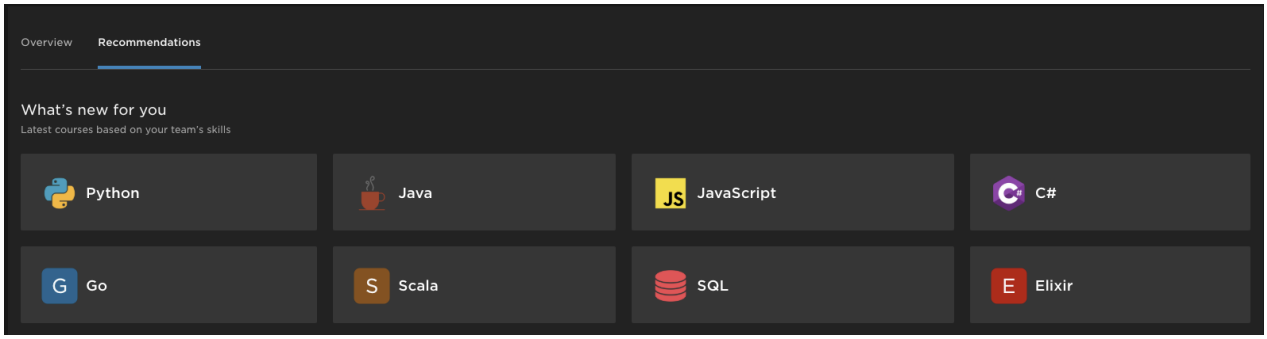
> **Note:** The baseline was established from an industry study that looked at commits across languages and is not specific to a certain language.




## View recommendations to increase your team's efficiency

The **recommendations** tab makes recommendations based on your team's skills. This can be based on one of two things:

- The languages where your team has the highest volume of changed lines of code over the year.
- The languages where your team has the lowest recent efficiency per commit.

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