Movie Database: Team Report

1. Feedback Session Results

In the book *Teamwork: What Must Go Right/What Can Go Wrong*, by Cal Larson and Frank M J LaFasto, the core pillars of a successful team are identified as: Clear Elevating Goal, Results-Driven Structure, Competent Team Members, Unified Commitment, Collaborative Climate, Standards of Execellence, External Support and Recognition, and Principled Leadership. Through our individual peer evaluations and a comprehensive project debrief, we recognized these principles as fundamental to our team's success.

Our team's success was driven by a ***clear, elevating goal*****:** to create a movie recommender app that enhances the user experience for film enthusiasts. As avid movie watchers ourselves, we were deeply invested in building a product we would personally enjoy using. This shared passion provided clarity and motivation, as we designed a microservice to recommend movies tailored to users' preferences, ultimately enriching the viewing experience.

The project's ***results-driven structure*** naturally emerged as we navigated technical challenges such as containerized applications, network interfaces, Flask builds, and data pipelines. Success was binary: the app components either worked seamlessly or required further iteration, keeping our focus sharp and progress measurable. Our ***competent team*** played a crucial role, with each member rising to the occasion, mastering new technologies, and making significant contributions beyond their initial expertise.

A ***unified commitment*** was evident throughout the project as team members balanced competing priorities while staying dedicated to the app's success. Our ***collaborative climate*** and ***standard of excellence*** allowed us to manage ambitious features without overextending scope. Team members were encouraged to share opinions, which helped refine the app's trajectory, supported by robust development operations and continuous integration practices.

Leadership was *peer-driven*, fostering individual accountability and a culture of support rather than confrontation. ***External support and recognition*** came from feedback shared with other teams and friendly competition, which motivated us to perform at a high level. Together, these principles enabled us to overcome challenges and deliver a polished, user-focused movie recommender app.

2. Alex Ackerman – Peer Evaluation

2.1 <u>Alejandro Paredes La Torre</u>:

Sustain	Improve
Sets high standards and works hard to achieve them. Alejandro never settles for the minimum and always sets out to achieve the best results possible	A very minor area of improvement for Alejandro could be to slow down in explaining technical aspects of the project. Alejandro was by far the most technically proficient in the group and I could tell that at times we were probably not as fast at executing tasks as he would have liked.
Excellent time management. Alejandro is great at setting and meeting deadlines. This behavior is contagious and certainly helped everyone on the team get things done in an organized and timely manner.	Improve communication of tasks being completed. Alejandro was very efficient and proactive at completing tasks, however, sometimes it was not clear what he was working on. This sometimes led to duplicate work being performed.
Open to others opinions and approaches. Alejandro was great in the project ideation phase at listening to different feedback and providing invaluable insight into the strengths and weakness of each idea. This was carried on throughout the project and allowed the group to adjust quickly if an issue arose.	(Applies to the entire group): During the project, certain areas were developed extensively by individual team members. Ensuring the entire team is educated on these features is crucial for a shared understanding of the project and enabling effective communication.

2.2 <u>Christian Moreira</u>:

Sustain	Improve
Easy to work with. Chris has a very easy-going personality which makes working on a stressful project much more manageable.	A minor area of improvement for Chris would be to improve on his assertiveness. As his career progresses, he will likely be leading people in a technical role or advising decisions to management.
Willing to accomplish any task that needs to be performed. Chris doesn't shy away from a task even if it is in an area that he isn't as proficient. He is always willing to step in and fill any role that needs to be filled.	Improved use of asynchronous work. Chris could benefit from improving his communication and task completion in an asynchronous environment. This requires becoming more comfortable with github and better response times on slack, email, text, etc.
Driven. Chris is willing to put in the time and effort to accomplishing new things.	(Applies to the entire group): During the project, certain areas were developed

	extensively by individual team members. Ensuring the entire team is educated on these features is crucial for a shared understanding of the project and enabling effective communication.

3. Alejandro Paredes La Torre – Peer Evaluation

3.1 Alex Ackerman:

Sustain	Improve
Diligence on proposing ideas and using specific research questions to ask real world problems. Alex has a lot of drive to experiment new projects and devotes time and effort improving the implementation.	A very minor area of improvement for Alex could be to adjust expectations for a given time constraint. I think he is great at proposing new projects but could become very complex if not adjusted for time availability.
Great project management skills. Alex is great at proposing the course of action for the project and some examples of possible solutions. This enabled making progress towards a specific topic as opposed to taking a lot of time deciding what to work on.	Improve communication of technical challenges. Alex has showed to be very proficient at learning fast, he has working closely with the TA's to overcome technical challenges which I think is the right path.
Open to experiment and build knowledge outside of expertise. Alex is great at proposing new subjects and possible areas that can impose a challenge but also bring a high reward in the knowledge acquired.	Sharing expectations of parts that wants to actively participate adjusting for his time availability.

3.2 Christian Moreira:

Sustain	Improve
Chris is great at improving the overall work, is passionate about the parts he worked on and built knowledge from the technical challenges faced in the project.	More involvement in the outlining of the project and deepen in solutions for technical
Ease to work with and adaptability to improve the overall project's quality.	Improve communication of work yet to be completed and technical challenges that he might face.

Great at learning things fast and consistent on its work. If he needs a lot of time to learn something he makes sure that has enough time to learn those concepts or skills.	Ensuring that the team has clear overview of some contents that he wants to work or learn.

4. Christian Moreira – Peer Evaluation

4.1 <u>Alejandro Paredes La Torre</u>:

Sustain	Improve
Alejandro is a great contributor and places high efforts towards completing complex technical tasks. His knowledge of Pysoark, app images, and Airflow were instrumental to the success of this project.	(For the group) In would be advantageous to meet more regularly to assure we all fully understood the concepts holistically about programming mechanisms being implemented.
Alejandro also knows tools that go beyond the nature of many conventional languages/systems covered in class	There were a few instances where in person meetings could have been done as opposed to back and forth chatting in slack.
Alejandro communicates and solves problems very effectively and in a timely manner. There were not any moments where we were 'stuck' with a problem for too long.	It would perhaps be more desired to use time a bit more effectively to assure a good deliverable README and presentation

4.2 <u>Alex Ackerman</u>:

Sustain	Improve
Alex is great at communicating and presenting his findings and any roadblocks he comes across. He has a good grasp to balance time and manage his work, regardless of what's occurring in his personal life.	(For the group) In would be advantageous to meet more regularly to assure we all fully understood the concepts holistically about programming mechanisms being implemented.
Alex possesses a technical and project management acumen that exceeds expectations and fully contributed to the overall structure of the project	There were a few instances where we could have used more in person meetings to determine a clear project roadmap with clear assignments to each member and deadlines.
Alex was great at resolving questions with TA's and de-bugging the problems we came over with while trying to implement images in AWS. Also, Alex did a fabulous job in researching the problem and former projects that implemented similar concepts.	(For the group) We could have used the full timeline to complete the assignment as opposed to crunching it early(not a bad thing), but a few additional aspects of the project could have been perfected a bit further.