**Teaming Experience Reflection Paper**

1. Using the KOLB learning style inventory discuss your contributions to your team. Include discussion of the strengths and areas of weakness in regards to your preferred learning style. Discuss the roles you most like to fulfill while teaming and those that you would like to defer to other team members. Further discuss your insights into the learning styles of your team members, focusing on perceived strengths and weaknesses.

*Though this project, I was able to apply my leadership and design skills though Concrete Experience and Abstract Conceptualization. The documentation phase of our project really allowed me to show what I learned as a Program Manager Intern at Microsoft last summer. I had a passion for this project and I was able to express it when we were discussing the design of our architecture. I enjoyed this phase of the project much more than the actual building phase, something I have come to learn through my personal software business.*

*During the build phase, I contributed through Active Experimentation and doing. I contributed by setting an example of how we implement our applications, what the code should look like, etc. Some of our team members learned best this way. For others, I posted several links and resources to our GitHub page so they could read on their own how to do things. My biggest weakness was Reflective Observation and watching. I am a hands on, down and dirty learner and I have trouble learning through observation.*

1. What trait or traits regarding learning styles did each team member bring to your team that influenced its functioning either positively or negatively? Give examples of their impact.

*One of our members was a very hands-on learner and he quickly dove into the code, bought some books, and began working on his tasks right away. Somebody else was a very visual learner and needed guidance and tutorials to help him learn. I think this was a positive approach because it helped everyone cover these technologies in a variety of learning formats. You might understand something one way, but not so much another way.*

1. Who did what on your team? How were roles determined? Did everyone contribute equally? How was this decided?

*Our team was split up into two different groups: the mobile application team and the web service team. I was also the team leader. Because this project was my idea, I was elected the team leader. Each member was assigned a sub-team based on their experience and skills. I had more experience with the server technologies, so I worked on the web service team. With the exception of one team member, everyone contributed equally be it through code, documentation, or presentation.*

1. Describe an instance where a team member(s) created an obstacle that had to be overcome in order to allow your team to perform effectively.

*One of our team members consistently failed to deliver his work on time, attend meetings, or participate in discussions. We consistently brought this up to him during the project, but he continued to provide excuses as to why he could not complete his tasks. We overcame this by picking up the slack and working together as a four person team, instead of a five person team. The four of us worked really well together and essentially did not notice the fifth person’s absence.*

1. What stumbling blocks relating to team cohesiveness did you encounter in working on your project? How did you overcome them? How do you believe learning styles impacted your team's ability to work collaboratively together and towards team goals?

*Because we were working with a wide variety of skillsets and experiences, there were some stumbling blocks relating to team cohesiveness. Two of our members had worked with Windows Phone before and the rest had not. We held several tutorial sessions on how to use Visual Studio, Windows Phone, etc. and let everyone choose which tasks they did so that they were comfortable with their work.*

1. Did you gain skills in conflict resolution while working on the team? Were you able to use these skills effectively to enhance your team's performance? Illustrate with an example.

*I most certainly did. The night before our presentation, Joe brought up to me that our web service was not authenticating properly. After some extensive debugging, I found that some of the values in our database were missing a single character. Jeremiah, who was upset that, after missing two weeks of meetings due to “other classes”, we had not allotted a speaking part for him in our presentation (this came after he missed our meeting to discuss the presentation), had expressed his feelings about this via Facebook chat shortly before Joe brought this up. Expecting the worst, and since Jeremiah was the only person with access to our database hosting account, I quickly setup a new instance of the database and copied the data over so that he would not have access. I then questioned Jeremiah about this. He said that he looked at “the server logs” and determined that these changes came from a “tool that we were using” (nevermind the fact we were using this tool all semester long and had no problems). I asked him what command he run to view these logs, but he said only he had access to it. I then ran this command on the database and it said that logging was not enabled on our database. I again questioned Jeremiah with these new findings, to which he did not reply at all.*

*So I think we all learned a great deal about conflict resolution after this project!*

1. Did your team struggle with personal agendas? Were you able to work toward a common purpose? How?

*With the exception of Jeremiah, we did not have difficulty working with personal agendas. Everyone set out with the same goals in mind for this project. Because I was the driving force behind the idea and because I can sometimes be a bit picky with design, UI, etc., I warned the team up front about these habits. Everyone understood and we did not have a problem.*

1. In your teaming experience, did you gain any insights into how cultural differences have an impact on teamwork? If so, please describe.

*I don’t think we had any real cultural differences in our team, but I could see how they might make an impact.*

1. How might your teaming experience affect your future --- with regard to academic, social, career, and/or personal choices?

*I personally learned a few lessons from this teaming experience. I am currently interning as a Program Manager Intern at Microsoft, and teaming is a huge part of my job responsibilities. Having this experience with a difficult team member will definitely help prepare me for similar situations and has taught how best to handle them in the future.*