TEAM PERFORMANCE ASSESSMENT

This Team Performance Assessment is designed to create an objective discussion about team performance during the course of doing the artifacts in CS 191 Software Engineering 1. It helps team members work out how well they are working at the moment and identify the areas they want to address to help them perform better in the implementation, test and release of the software (CS 192 Software Engineering 2).

This assessment has four areas of concentration in terms of team performance, namely,:

- *Purpose and Shared Direction*. A team that has a shared understanding of what they are trying to achieve, why and what success looks like, produces best outcomes.   They show the way and model right behaviors- both in terms of direction and how people behave and work together.

- *Result-oriented*. A team pays attention to the things that matter and their proper direction. They make tough calls and consiously divide their time and stay focused on their joint goals.

- *Joint Accountability*. A team's members take responsibility for their own part in delivering the team's goals and helping others to achieve them. Failing to deliver or letting others down is not OK.

- *Team relationships*.   Everyone treats each other with respect, is open on uncomfortable issues and takes time to understand others' needs. It's OK to admit mistakes and weaknesses.

INSTRUCTIONS:
1.) Use the descriptions below to score your personal assessment of the way that your team worked together. For each statement, give a rating from 0 to 4.
2.) Share your individual assessment with other team member to come up with an overall team assessment, calculating the average score for each category.
3.) The team should reflect on the results and develop an action plan to improve overall effectiveness in working together in the implementation and testing phase.

Software Engineering II

Team Member's Name: Nicole Bilaw
Group No.: 06
Project Title: IskUber
Sprint No.: 5

PART 1. INDIVIDUAL ASSESSMENT

4 = Always   3 = Usually   2 = Sometimes   1 = Rarely 0 = Never

PURPOSE AND SHARED DIRECTION	4	3	2	1	0
1. We have a clear and shared understanding of the team's mission and purpose.	✓				
2. We have a clear and shared understading of what we are trying to achieve.	✓				
3. We agree on how we behave with each other.		✓			
4. We understand how the work of the team fits into the larger picture.	✓				
5. We all agree on what success looks like and how we will know when we have achieved it.	✓				
TOTAL					**19/ 20**

RESULT-ORIENTED	4	3	2	1	0
1. We make the tough calls about priorities.		✓			
2. We divide our time well to accomplish team goals.		✓			
3. We make sacrifices willingly (such as budget, turf, head count) for the good of the team.			✓		
4. We pay attention to what really matters most.	✓				
5. We sort our any failures to reach team goals	✓				
TOTAL					**16/ 20**

JOINT ACCOUNTABILITY	4	3	2	1	0
1. We understand individual roles and what is expected by each individual team.	✓				
2. We are clear about what individual strenghts each member of the team brings.	✓				
3. We are clear about commitments and areas of accountability.	✓				
4. We look out for each other. No one is left to struggle on their own.	✓				
5. We do what we say we will do.	✓				
TOTAL					**20/ 20**

TEAM RELATIONSHIPS	4	3	2	1	0
1. We accept and use the team member's different experiences, skills and gifts.	✓				
2. We trust and are open with each other.	✓				
3. We share unspoken reservations or unexpressed feelings about the team and its issue.	✓				
4. We take time to understand each other's needs and concerns in each new situation.	✓				
5. We celebrate successes and spends time to learn from failure.	✓				
TOTAL					**20/ 20**

Review your scores for the statements above. In the boxes below write three (3) statement you scored highest and which you believe are the most important.

1	We take time to understand each other's needs and concerns in each new situation.
2	We trust and are open with each other.
3	We sort our any failures to reach team goals.

Review your scores for the statements above. In the boxes, below write three (3) statement you scored lowest and which you believe are the most important to address to enhance the effectiveness of your team.

1	We should make sacrifices willingly (such as budget, turf, head count) for the good of the team.
2	We should make the tough calls about priorities.
3	We should divide our time well to accomplish team goals.

Software Engineering II

Team Member's Name: Luis Gabriel del Rosario
Group No.: 06
Project Title: IskUber
Sprint No.: 5

PART 1. INDIVIDUAL ASSESSMENT

4 = Always   3 = Usually   2 = Sometimes   1 = Rarely 0 = Never

PURPOSE AND SHARED DIRECTION	4	3	2	1	0
1. We have a clear and shared understanding of the team's mission and purpose.	✓				
2. We have a clear and shared understading of what we are trying to achieve.		✓			
3. We agree on how we behave with each other.			✓		
4. We understand how the work of the team fits into the larger picture.		✓			
5. We all agree on what success looks like and how we will know when we have achieved it.	✓				
TOTAL					**16/ 20**

RESULT-ORIENTED	4	3	2	1	0
1. We make the tough calls about priorities.		✓			
2. We divide our time well to accomplish team goals.			✓		
3. We make sacrifices willingly (such as budget, turf, head count) for the good of the team.	✓				
4. We pay attention to what really matters most.		✓			
5. We sort our any failures to reach team goals	✓				
TOTAL					**16/ 20**

JOINT ACCOUNTABILITY	4	3	2	1	0
1. We understand individual roles and what is expected by each individual team.	✓				
2. We are clear about what individual strenghts each member of the team brings.	✓				
3. We are clear about commitments and areas of accountability.	✓				
4. We look out for each other. No one is left to struggle on their own.	✓				
5. We do what we say we will do.		✓			
TOTAL					**19/ 20**

TEAM RELATIONSHIPS	4	3	2	1	0
1. We accept and use the team member's different experiences, skills and gifts.		✓			
2. We trust and are open with each other.	✓				
3. We share unspoken reservations or unexpressed feelings about the team and its issue.	✓				
4. We take time to understand each other's needs and concerns in each new situation.	✓				
5. We celebrate successes and spends time to learn from failure.	✓				
TOTAL					**19/ 20**

Review your scores for the statements above. In the boxes below write three (3) statement you scored highest and which you believe are the most important.

1	We take time to understand each other's needs and concerns in each new situation.
2	We look out for each other. No one is left to struggle on their own.
3	We make sacrifices willingly (such as budget, turf, head count) for the good of the team.

Review your scores for the statements above. In the boxes, below write three (3) statement you scored lowest and which you believe are the most important to address to enhance the effectiveness of your team.

1	We should agree on how we behave with each other.
2	We should make the tough calls about priorities.
3	We should do what we say we will do.

Team Member's Name: Juan Gabriel Tamayo
Group No.: 06
Project Title: IskUber
Sprint No.: 5

PART 1. INDIVIDUAL ASSESSMENT

4 = Always   3 = Usually   2 = Sometimes   1 = Rarely 0 = Never

PURPOSE AND SHARED DIRECTION	4	3	2	1	0
1. We have a clear and shared understanding of the team's mission and purpose.	✓				
2. We have a clear and shared understading of what we are trying to achieve.	✓				
3. We agree on how we behave with each other.	✓				
4. We understand how the work of the team fits into the larger picture.	✓				
5. We all agree on what success looks like and how we will know when we have achieved it.	✓				
TOTAL					**20/ 20**

RESULT-ORIENTED	4	3	2	1	0
1. We make the tough calls about priorities.			✓		
2. We divide our time well to accomplish team goals.			✓		
3. We make sacrifices willingly (such as budget, turf, head count) for the good of the team.		✓			
4. We pay attention to what really matters most.		✓			
5. We sort our any failures to reach team goals	✓				
TOTAL					**14/ 20**

JOINT ACCOUNTABILITY	4	3	2	1	0
1. We understand individual roles and what is expected by each individual team.	✓				
2. We are clear about what individual strenghts each member of the team brings.	✓				
3. We are clear about commitments and areas of accountability.	✓				
4. We look out for each other. No one is left to struggle on their own.	✓				
5. We do what we say we will do.		✓			
TOTAL					**19/ 20**

TEAM RELATIONSHIPS	4	3	2	1	0
1. We accept and use the team member's different experiences, skills and gifts.	✓				
2. We trust and are open with each other.	✓				
3. We share unspoken reservations or unexpressed feelings about the team and its issue.	✓				
4. We take time to understand each other's needs and concerns in each new situation.	✓				
5. We celebrate successes and spends time to learn from failure.	✓				
TOTAL					**20/ 20**

Review your scores for the statements above. In the boxes below write three (3) statement you scored highest and which you believe are the most important.

1	We have a clear and shared understading of what we are trying to achieve.
2	We sort our any failures to reach team goals
3	We look out for each other. No one is left to struggle on their own.

Review your scores for the statements above. In the boxes, below write three (3) statement you scored lowest and which you believe are the most important to address to enhance the effectiveness of your team.

1	We shoul make the tough calls about priorities.
2	We should divide our time well to accomplish team goals.
3	We should make sacrifices willingly (such as budget, turf, head count) for the good of the team.

Group No.06
Project Title: IskUber
Sprint No.: 05

PART 2: GROUP REVIEW

From the 3 important statements of each individual assessment, discuss and agree with your teammates the three (3) most important statement to your team. Write them down.

1	We look out for each other. No one is left to struggle on their own.
2	We take time to understand each other's needs and concerns in each new situation.
3	We have a clear and shared understading of what we are trying to achieve.

From the 3 lowest scored statements of each individual assessment, discuss and agree with your teammates the three (3) lowest statement of your team. Write them down.

1	We shoul make the tough calls about priorities.
2	We should divide our time well to accomplish team goals.
3	We should make sacrifices willingly (such as budget, turf, head count) for the good of the team.

Decide as a team the level of strenght the team has for each area of team effectiveness.   Place a check mark at the appropriate level of strenght.

	Strong	**Mixed**	**Weak**
Purpose and Shared Direction	✓		
Result-oriented		✓	
Joint Accountability	✓		
Team Relationship	✓		

Having reviewed your groups answers and data, reflect and write down the team's thoughts in response to the following questions:

What are the key strenghts of the team that you want to acknowledge and build upon?	*Why is this important?*
The team understands each other's situation and is willing to help each other out for the good of the team and its members.	Humanity is just as important as work output; empathy is a strength.
What are the key areas you does the team want to focus to enhance the performance of the team?	*Why is this important?*
We need to set our priorities straight and enhance our work ethic	In order to properly produce output, we need to be structured and organized.

Where will the team start?

Enhancing team performance can take time- often there's a mix of changing what you do and how you do it. Look at the key areas for your team. What concrete steps will help the team move forward to CS 192 Software Engineering?

This sprint, the team was faced with a tough situation. The inability of a member to give their all due to health reasons is something that isn't easy to work around. It's good that the team listens to and understands each other. This should act as a learning experience for them.

Previous Velocity: 13
Current Velocity: 68

What can the group say about the group's performance based on the team's velocity? Will you increase or decrease your velocity? Why?

The velocity did improve, and we believe that the team is starting to pick up a good pace. We believe that if we continue to improve ourselves and our pacing, we could not only prouduce a killer mobile app, but also we'd be one step closer to being ready for the industry.