

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 consciously 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.

Team Member's Name: Juan Gabriel TamayoGroup No.: 06Project Title: IskUberSprint No.: 2

PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a checkmark on the response which applies to your team. Be honest and go with your first response

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 understanding 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, headcount) for the good of the team.		✓			
4. We pay attention to what really matters most.		✓			
5. We sort out any failures to reach team goals	✓				
TOTAL	13/ 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 strengths 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 look out for each other. No one is left to struggle on their own.
2	We do what we say we will do.
3	We have a clear and shared understanding of what we are trying to achieve.

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 make tough calls about priorities.
2	We divide our time well to accomplish team goals.

3	We pay attention to what really matters most.

Team Member's Name: Luis Gabriel del RosarioGroup No.: 06Project Title: IskUberSprint No.: 2

PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a checkmark on the response which applies to your team. Be honest and go with your first response

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 understanding 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, headcount) for the good of the team.		✓			
4. We pay attention to what really matters most.		✓			
5. We sort out any failures to reach team goals	✓				
TOTAL	15/ 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 strengths 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 do what we say we will do.
3	We have a clear and shared understanding of what we are trying to achieve.

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 make tough calls about priorities.
2	We divide our time well to accomplish team goals.

3	We pay attention to what really matters most.

Team Member's Name: Nicole BilawGroup No.: 06Project Title: IskUberSprint No.: 2

PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a checkmark on the response which applies to your team. Be honest and go with your first response

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 understanding 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, headcount) for the good of the team.			✓		
4. We pay attention to what really matters most.	✓				
5. We sort out any failures to reach team goals	✓				
TOTAL	15/ 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 strengths 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	18/ 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 pay attention to what really matters most.
3	We accept and use the team member's different experiences, skills and gifts.

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 divide our time well to accomplish team goals.
2	We make sacrifices willingly (such as budget, turf, headcount) for the good of the team.

3	We make the tough calls about priorities.

Group No. 06Project Title: IskUberSprint No.: 02**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 have a clear and shared understanding of what we are trying to achieve.
2	We do what we say we will do.
3	We take time to understand each other's needs and concerns in each new situation.

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 make tough calls about priorities.
2	We divide our time well to accomplish team goals.
3	We pay attention to what really matters most.

Decide as a team the level of strength the team has for each area of team effectiveness. Place a checkmark at the appropriate level of strength.

	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:

<p>What are the key strengths of the team that you want to acknowledge and build upon?</p> <p>We acknowledge our ability to adapt to each other's work habits, and develop a concrete plan to work around or with our timeframes efficiently.</p>	<p>Why is this important?</p> <p>Our group values efficiency more than anything else. We all have varying schedules, so we find it difficult to work on the project together outside of the allotted time period during CS192.</p>
<p>What are the key areas you does the team want to focus to enhance the performance of the team?</p> <p>We would like to focus our efforts in making sure we allot enough of our time to physically work on the project together, as a team.</p>	<p>Why is this important?</p> <p>Physical meetings make it easier for us to exchange thoughts and ideas better, and to do internal testing more efficiently.</p>

Where will the team start?

The team will make sure to meet the deadlines consistently as stated in the accountability report so as to not have problems with dependencies (one member waiting on the output of another).

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?

We will actively seek out opportunities to physically meet up and work on the project together to increase our overall productivity during the remaining sprints. We will also set aside some of our individual time to work on the project, even if little by little.

Previous Velocity: 68

Current Velocity: 42

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

We are working at an expected rate, but most of the output from the past sprints have dealt with static data. For the remaining sprints, we shall slightly increase our velocity in order to properly integrate the database system with the user application.