Team Members: Elana Denis, Racquel, Evelyn and Reina

Elana's from Tampa FL. Evelyn is also located in Fl. Racquel is in NY and Reina is in TX.

What does this team member consider his or her strengths?

- Elana is very people oriented. She does very well within team environment and loves working with others. Big believer in team building and team development. Spent most of her career ins Advertising and Marketing known as the Problem solver.
- Racquel is good at being focused and motivated. She is also good with python and R with analysis and graphs.
- Evelyn is a people person who works well in a team big or small. She's a strong believer in receiving and giving feedback weather positive or negative. Throughout her career she's worked with the public, starting in the wireless industry and now in banking.
- Reina works well within a team or independently. She is detail oriented. She has initiative to tackle areas needing extra attention.

What does this team member consider his or her weaknesses?

- Elana's weakness is that she takes on more than she should. Usually works hard and longer – helping and supporting others even when she doesn't have availability.
- Racquel considers her weakness to be data wrangling.
- Evelyn's weakness is she finds difficulty with saying "no" and can stack too much on her workload causing procrastination on some duties.
- Reina can sometimes struggle with procrastination. She can sometimes get caught in the planning stage for too long.

How does this team member feel he or she works best? This could be anything from the time of day he or she likes to work to the type of work he or she likes to do, the resources he or she frequently utilizes, or even the best way to communicate with him or her.

- Elana likes to be informed and made aware of things. She's very big on communication and a goal setter. Very open and flexible and feels there is nothing too big or too small to be done by her. All about the team successes and driving goals. Elana works full time but will touch base daily to keep in the loop of what goals need to be met.
- Racquel prefers working independently and then coming together and analyze other team member's work. She likes seeing what everyone brings to the group to brainstorm what is relevant and what can get tossed out. She prefers written communication to avoid confusion.
- Evelyn believes communication is key to progress and prefers informative and open communication.
- Reina is flexible but prefers consistency. She prefers to use slack for school, but texting is also a simple way to reach out to her. Reina prefers to work independently but can also work alongside team members so long as everyone is accountable over their work.

How would the team member like to receive feedback? In an ideal world, feedback would be primarily good - everyone is tackling their assigned tasks with aplomb. But sometimes, things don't run as smoothly. Having a plan in place ahead of time to have these hard conversations is smart!

- Honesty is the best policy for Elana. Open to corrective criticism and what it takes to get the job done. She is very accountable and likes others who take accountability also so that if issues occur – Solutions are easy to find. Elana is solutions oriented. Elana hopes to be an asset to this team.
- Racquel prefers direct, honest criticism. She thinks this keeps everyone from wasting time and it helps resolve issues faster.
- Evelyn is open to constructive feedback and asks it to be delivered in a polite manner.
- Reina believes that feedback is important for the team's success. She believes that all feedback is valid to be discussed in a polite manner.