**Individual contribution Metric**

In this metric we want to focus on how much of the overall project each team member is supposed to focus on and how much is actually done by each one of the members.

We want to have an individual score for each delivery and by the end of the project we can take the average of how much each one contributed in the project. We want to do it this way because at each stage of the project there are different products to make and they are different skill sets in the group.

So the overall score for team member would look like this by the end:

* First delivery 100%
* Second Delivery 100%
* Third Delivery 100%
* Final score: (100% + 100% + 100%) / 3 = Final score base 100%

The first thing that we are going to evaluate is how many of the reunions with an external (professor, mentor) each team member was. This metric will continue in all three deliveries it is going to be measured by:

(Number of reunions assisted \* 10) / Number of reunions not assisted

So by this metric in the first delivery the team looked like this.

|  |  |  |
| --- | --- | --- |
| Team member | 4 Reunions total | Final score |
| Esteban Madrazo | 3 | 7.5 |
| Marcos Morales | 4 | 10 |
| Jose Patron | 3 | 7.5 |
| Armando Valdivieso | 4 | 10 |
| Mauro Zapata | 4 | 10 |

This will be complemented by two more metrics. One auto evaluation and one team evaluation that will focus on the next criteria.

* Responsibility
* Productivity
* Proactivity
* Respect to other team members.
* General project knowledge

It will be measured based on 10 points. So each member will do one table that includes himself and each team member.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Who is evaluating | Responsibility | Productivity | Proactivity | General project Knowledge |
| Team member |  |  |  |  |

One the tables are finished we will get the average result of each team member and will be presented that way plus the meetings taken before.

With these data each team member will end with the following table.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Team Member | Responsibility | Productivity | Proactivity | General project knowledge | Reunions assisted |
|  |  |  |  |  |

This way we believe that we can have a better understanding of which areas we are lacking so that we can improve, and also a general view of in which part the team as a whole is looking good and which ones are lacking.