Team 6 - 4. Feedback to the team members

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Sprint 1 feedback

Team member: Sten Aju

Assessment of core competencies

Competence	Grade from Mihhail:	Grade from Richard:	Grade from Valeri:
Communication	5	5	5
Collaboration and teamwork	5	5	5
Self-Development	5	5	5
Self-Management	5	5	5
Problem-Solving	5	5	5
Attention to Details	5	5	5

Feedback:

Feedback from Mihhail:

- Start to … i hope you have time to rest)))
- Stop to … have no idea.
- Continue to … I really appreciate that you have will and you find time to do all the "paper work" (also edit notes after meetings) in our team, team meeting notes are very helpful. Be as active, productive and purposeful as you were the time we were in same team. Continue questioning mentor on live session questions our team or you needing answers on.

Feedback from Richard:

- Start to shed some load when it is overwhelming even if we can help in our own collective way
- Stop…no idea
- Continue to be more helpful and collaborative in the team and bringing others up in confidence , with good leadership . Massively appreciated in the team.

Feedback from Valeri:

- Start to…. You do a great job with assignments and work! Perhaps you can watch additional videos or materials if you have time. This is always useful and will help you achieve your goals even faster.
- Stop to … taking on too many responsibilities and tasks, feel free to ask for help with that🤝 . Give yourself more rest, don't overwork, so you don't burn out later😃 .
- Keep being so communicative and a great team member. You are on the right way, keep up the good work. I can see that you have good skills in verbal and written communication, you easily express thoughts and as a sprint coordinator you did a great job. It's a pleasure to work with a team member you can rely on!🙂

Team member: Mihhail Bauer

Assessment of core competencies

Competence	Grade from Sten:	Grade from Richard:	Grade from Valeri:
Communication	5	5	5
Collaboration and teamwork	5	5	5
Self-Development	5	5	5
Self-Management	5	5	5
Problem-Solving	5	5	5
Attention to Details	5	5	5

Feedback:

Feedback from Sten:

- Start to - can't think of anything right now. You're on a roll and a very hard worker. Keep questioning things that do no make sense to you (either team perspective or CerebrumHub perspective). The more you ask, the more discussions and results we'll get 😄
- Stop to - nothing to add so far.
- Continue to be the person that everybody can rely on. You continuously put out work to the highest quality!

Feedback from Richard:

- Continue to be very supportive and understanding with the team dynamics and assignment process, your support is appreciated well.
- stop to …nothing for now
- continue to improve and explore more of the coordinating role also.

Feedback from Valeri:

- Start to…. You're doing great! Perhaps you can watch additional videos or materials if you have time. This is always useful and will help you achieve your goals even faster 😉 .
- Stop to … nothing to add here 😃 .
- Keep contributing to the result of the team and share your experience, you are a valuable member of the team. It's a pleasure to work with a team member you can rely on!

Team member: Richard Agbenu

Assessment of core competencies

Competence	Grade from Mihhail:	Grade from Sten:	Grade from Valeri:
Communication	4	3	4

Collaboration and teamwork	3	3	3
Self-Development	3	3	3
Self-Management	3	3	3
Problem-Solving	3	3	3
Attention to Details	3	3	3

Feedback:

Feedback from Mihhail:

- Start to …Try to find more time for team meetings, time to do team assignments and practicing things(I know how hard it is believe me), because it is your experience and practice that you will gonna need in the future, otherwise why spend money on this course?! I'll will add score after sprint 2 as right now i don't have enough knowledge.
- Stop to … missing team meetings.
- Continue to … be a very positive person.

Feedback from Sten:

- Start to pay more attention what the current plan is in the team. To keep yourself up to date, please read the meeting notes. The reason behind being up to date with the information is to cut out potential duplicate work between team members.
- Stop ignoring the chat. It felt like we couldn't be sure if you are joining the meeting or how the assignment is going for you as we received no response in the chat. Definitely try to check the chat at least once per day.
- Continue to be interested in the processes and assignments! The more you discover, the better you'll become. Keep being curious and the results will follow 😉

Feedback from Valeri:

- Start to take an active part in team work, participate in discussions and decisions.
- Stop to missing team meetings (as happened a couple of times), you can download google chat on your phone to stay up to date, or check info in Confluence😉
- Continue to develop and learn, this topic is complex and important, do not hesitate to ask the questions and help, we are always happy to help. Everything will work out🤝 🙂 You are a positive person and it is pleasant to communicate with you when you participate in a meeting.

Team member: Valeri Vlassenko

Assessment of core competencies

Competence	Grade from Mihhail:	Grade from Richard:	Grade from Sten:
Communication	5	5	5
Collaboration and teamwork	4	4	4
Self-Development		4	4

Competence		Grade from Richard:	Grade from Valeri:
Self-Management		5	5
Problem-Solving		5	5
Attention to Details		5	5

Feedback:

Feedback from Mihhail:

- Start to …
- Stop to …
- Continue to… can't really add something as you were away on this sprint, good communication is big five, and i have a feeling after second sprint it will be all 5 star.

Feedback from Richard:

- Continue to be very helpful and collaborative in team work and it was good to see you also catch up so well at the right point .
- Start to develop more in your abilities to become even more/better in the course spheres.

Feedback from Sten:

- Start to - can't think of anything right now. Be as proactive as you were and offer solutions or suggestions if the team is steering in the wrong direction.
- Stop to - can't think of anything right now as most of the sprint you were occupied.
- Continue to be interested of new things! Although you were away a big portion of Sprint 1, you were still able to test all the APIs or at least tried to in a very short amount of time! You were also very transparent with the team about the difficulties you will face but you still demonstrated that you cared about the assignment and studied individually to catch-up. This kind of mentality will give you a massive edge against your future "competitors" when applying for a QA engineering role 😉

Sprint 2 feedback

Team member: Sten Aju

Assessment of core competencies

Competence	Grade from Mihhail:	Grade from Richard:	Grade from Valeri:
Communication	5	5	5
Collaboration and teamwork	5	5	5
Self-Development	5	5	5
Self-Management	5	5	5
Problem-Solving	5	5	5

Attention to Details	5	5	5

Feedback:

Feedback from Mihhail:

- Start to …All good
- Stop to … All good
- Continue to … After two sprints being in one team, i can say that you were very reliable teammate, hard working, have putted much attention to the details, and… and… and..
  So continue being such person, move only forward!

Feedback from Richard:

- Start to explore your team leading as you can be very potent in it very helpful
- Stop to …nothing much
- Continue to be a cheerful assistant and contributor to the team and various tasks, your work is very much appreciated .

Feedback from Valeri:

- Start to…. In the future, I see you as a team lead in an IT company. Start exploring this direction. You organized the work perfectly, before each meeting you prepared and informed us about the tasks ahead. I'm generally silent about how skillfully you take notes and the rest of the team lead's tasks. Will you teach me?😄
- Stop to … nothing to add
- Continue to show high quality work. During this sprint, you had a lot of work to do at your current job, which caused problems with time management, but you did an excellent job with the bonus task and created clear end-to-end test cases. It's nice to work with someone you can rely on. Keep up the great work!

Team member: Mihhail Bauer

Assessment of core competencies

Competence	Grade from Sten:	Grade from Richard:	Grade from Valeri:
Communication	5	5	5
Collaboration and teamwork	5	5	5
Self-Development	5	5	5
Self-Management	5	5	5
Problem-Solving	5	5	5
Attention to Details	5	5	5

Feedback:

Feedback from Sten:

- Start to … nothing to add
- Stop to … nothing to add
- Continue to be the reliable colleague that you have been! At times it feels like you're overqualified for the course as you are very knowledgeable! It shows that you're putting a lot of effort to finish the course with the highest grades. As you are very technical in your approach, I feel like the Automation part of the course is going to be very interesting for you. Keep up the amazing job!

Feedback from Richard:

- Start to take up more team marshalling , there should be a great quality there for you as have been a great supportive team member
- Stop to … nothing much
- Continue to be a great team player and instrumental in tasks.

Feedback from Valeri:

- Start to…. nothing to add
- Stop to … nothing to add
- Continue to show high quality work. I was amazed that you solved the problem when someone removed the admin and user accounts from the CRM application. This and other work you have done shows that you have excellent skills and a responsible approach to completing tasks. Keep up the great work!

Team member: Richard Agbenu

Assessment of core competencies

Competence	Grade from Mihhail:	Grade from Sten:	Grade from Valeri:
Communication	4	3	3
Collaboration and teamwork	3	3	3
Self-Development	3	3	3
Self-Management	3	3	3
Problem-Solving	3	3	3
Attention to Details	3	2	3

Feedback:

Feedback from Mihhail:

- Start to … Try to find more time for learning, it is very important to have enough practice. If you have questions ask in chat.
- Stop to … in short, not to do how in last project was and try to do how in Start to… is not only from, but from all of us :)
- Continue to … be a very positive person.

Feedback from Sten:

- Start to pay more attention to the team around you and future projects themselves. During Sprint 2 it was great to see you participate more in team communications and meetings but it felt like it was inconsistent throughout. Performing on a consistently high level is crucial to survive in professional environment, especially in I.T.

- Stop ignoring the team. I understand that personal life can get very busy and there would be no time to focus on projects but a message to let the team know goes a long way. Once you've broadcasted your difficulties, the team can adjust around it either taking on extra responsibilities or help you guide through the difficulties.
- Continue to the cheerful person that you are. I'm certain if you take the feedback seriously, you'll become a very strong worker in the future!

I want you to reflect back on the last 4-5 months of Manual QA learning to identify the areas you're lacking currently. Once done so, you can start the process of self-improvement little by little. Every ounce of progress should be celebrated. They'll start adding up and before you know it, you're a project manager! Keep up the hard work and maybe one day we'll meet working on a similar project! 😄

Feedback from Valeri:

- Start spending more time studying , I understand that it is difficult to combine personal life and study, but otherwise you will not achieve your goals.
- Stop to ignore teamwork and tasks that are given to us. Unfortunately, I cannot evaluate the results of the work you have done. I hope you will be able to study API testing in the future and wish you success in this.
- Continue to be the same open and kind person. I wish you good luck in your IT career.😊

Team member: Valeri Vlassenko

Assessment of core competencies

Competence	Grade from Mihhail:	Grade from Richard:	Grade from Sten:
Communication	5	5	5
Collaboration and teamwork	5	5	5
Self-Development	5	5	5
Self-Management	5	5	5
Problem-Solving	5	5	5
Attention to Details	5	5	5

Feedback:

Feedback from Mihhail:

- Start to … All good
- Stop to … All good
- Continue to … Like i said after sprint 1 i have a feeling it will be all 5 and it is. Just continue develop and you will become a successfull QA engineer.

Feedback from Richard:

- Start to explore the enthusiasm in your work process as your excitement in this field is growing very well, very positive all your team delivery and its good.
- Stop to …nothing much
- Continue to be very excited person in this new field of IT , good encouragement to get from you in the team

Feedback from Sten:

- Start to… nothing to add

- Stop to … nothing to add

- Continue to be as enthusiastic as you have been throughout the project! Your determination to learn and performing to the highest quality is admirable and something to continue doing!