Peer Feedback Report
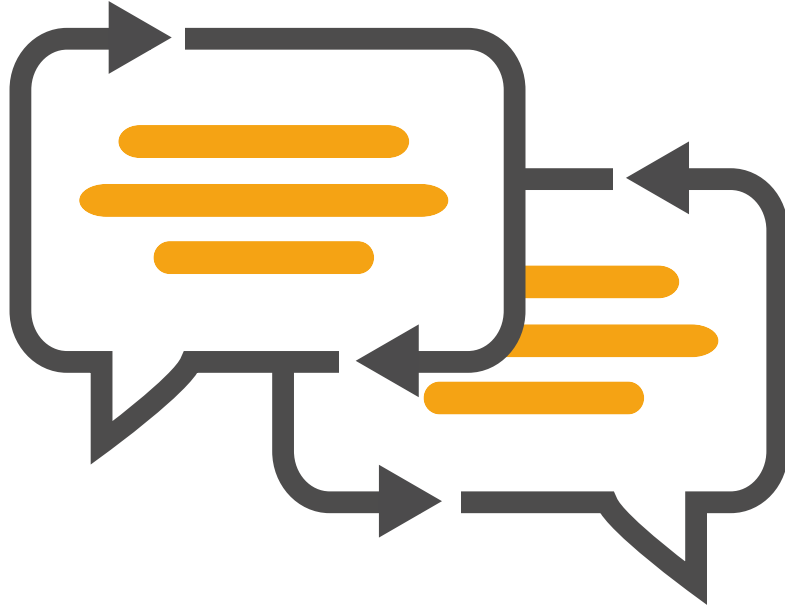
Report prepared for:

Ryan Harvey
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Individual & Team Performance Lab

The Individual & Team Performance Lab

This report summarizes your teammates' feedback of your teamwork competencies. Specifically, the following represents the average rating assigned by your team regarding your effectiveness as a team member. You can use this feedback to identify potential strategies for increasing your effectiveness as a team member.

Proficiency	Team Competencies	Potential Improvement Behaviors
Outstanding	Keeping the team on track	You have demonstrated a keen ability to monitor team conditions and address problems. Continue to provide team members with constructive feedback, organize a smooth team workflow, as well as anticipate issues that may arise and suggest solutions to address them.
Outstanding	Emphasizing high standards	Excellent work encouraging high performance in your team. Maintain this skill by continuing to motivate your team to produce high-quality work, initiate conversations about expectations and standards, and compliment others on a job well done.
Outstanding	Commitment to the team's work	You are making excellent contributions to the team. To maintain this score, continue to deliver quality work on time, and support others in doing the same. Be mindful of evenly distributing work so that each member has an opportunity to make meaningful contributions to the team's work, and so you don't burn out.
Outstanding	Strong foundation of knowledge, skills, and abilities	Your team feels that you are highly skilled and knowledgeable in activities related to the team's work. Look for ways to ensure your capabilities are being fully utilized by the team. Also, continue learning about other team member's roles, and continuously seek new expertise that will improve your contributions to the team.
Outstanding	Communicating with team members	Your team views you as highly engaged and able to actively share information in a timely manner. Keep emphasizing frequent communication and information exchanges. Also, keep providing and seeking out feedback and input from your team members.

Adapted from the Comprehensive Assessment of Team Member Effectiveness; Ohland et al., 2012

The following is feedback provided by your teammates.

"You did an really good job as an product manager, thank you for everything you had done for every team member."

"Still doing a great job running the team even when things are not going as well as we'd all hope. The only thing I would say is to listen to the advisers a little more, you sometimes wave off their suggestions when I feel they could be quite useful. "

"Our fearless leader. Though you might want to clarify your leadership methods to the electrical folks. Not everyone completely understands the way you do things."

"great work on the software team and keeping the team moving forward "

"Ryan has an admirable work ethic and knowledge base. Ryan is very knowledgeable in all the subjects related with this project. He is a good leader who knows how to lead by example. He enables his team members to take responsibility and make crucial decision when it matters, which not only develops the individual's skills but also brings the best out of everyone. It is great to have Ryan as the project manager. "

"You are an amazing product manager and making sure the teams are fully functional with everything they may need. Your knowledge is invaluable, and experience help us become the best we need to be. As a side note, when it comes to circuitry please make sure to provide a detailed explanation as to what the circuit is supposed to do so that we don't get into a confusion like with that whole pitch change vs. volume change. Keep up the great work!"

"Great work on keeping the team in sync so far. I feel that you are a good resource for the group to have when trying to overcome difficult roadblocks. Excited to see how the OS will turn out next semester."

"Great work ryan! You've managed the work load of being a team member and a team manager at the same time incredibly well. At meetings it can sometimes be hard to get a read on whether you're mad or neutral or happy about something. If you could try and be more explicit with praise or warnings or even constructive criticism so it's easier to tell which one you're trying to express I would appreciate it."

"You've been so inspirational to work with this semester! Being part of the management team now, and being someone who wants to have a career in management, I really do look up to you. I have learnt so much from you, and I could only hope to have your composure, your confident decision making skills, and ability to bring together an entire team. You do an excellent job highlighting team success, and providing assistance to anyone struggling. I think it's amazing that you take to criticism so well and always strive to make improvements. This team wouldn't be where it is today without your phenomenal leadership skills. Keep up the terrific work! "

"Good team leader and tries his best to manage such a large team. Very knowledgeable and always has something to help out almost every part of the project. Always works his hardest to help out on top of all his other work."

"Great job Ryan, everything is coming together really nicely and your effort is greatly appreciated. Only thing I can recommend is to try and keep your logs updated on the drive. "

"I think you are very respectful and committed to your work and the team! Keep up the hard work! I appreciate your constant vigilence with all aspects of the project including team dynamics. Your feedback and advice is appreciated! Thank you for all your efforts!!"

"Amazing work keep it up, no complaints"