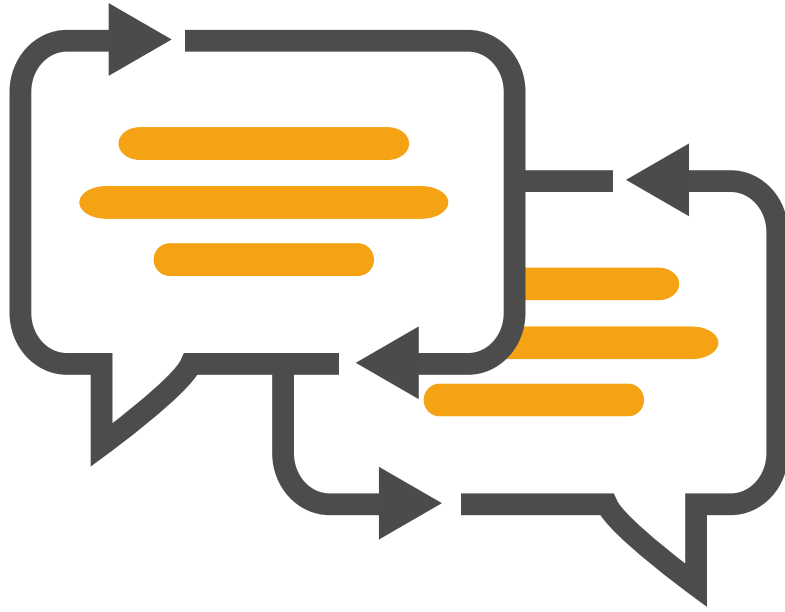


Peer Feedback Report



Report prepared for:
Ryan Harvey
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INDIVIDUAL & TEAM PERFORMANCE LAB

Prepared by:

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.

<u>Proficiency</u>	<u>Team Competencies</u>	<u>Potential Improvement Behaviors</u>
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

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The following is feedback provided by your teammates.

"It must be hard staying positive even though the progress is falling behind, so good job keeping everyone involved and confident that we can still deliver something very cool. I don't have any criticism, good work. "

"You had done a really good job, keep it up!"

"Your confidence is bringing the team together. Well done! This project is shaping up due to no small part to you and I'm looking forward to seeing it through to the end!"

"You seem to be keeping everyone on track, great work! "

"Great job with everything so far. You are doing an amazing job at keeping things on track and helping out everyone else when you can. Keep up the great work and I'm sure this project will turn out great!"

"keep up the great work! very dedicated and hard worker"

"You have done an incredible job in keeping this team on track and possess excellent leadership skills!"

"You're such an excellent leader, extremely knowledgeable and willing to help. If it hadn't been for this project, I would have never met such an exquisite group of individuals so I really should thank you for that, as well! "

"You should be very proud of the team you've formed. You may be grumpy and old, but you're also our fearless leader."

"Great team leader and good at motivating and directing the team especially when things are ramping up as we get closer to the end of the project."

"Keeps the team focused and on track. Good at setting realistic goals and helping others when needed"

"Ryan, you really know your stuff, all your stuff. This makes you a really good leader. Your inputs,

suggestions and opinions are highly valuable. Thank you for everything so far. "