



# Bonus Buddy

Team Name: The Quad

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# Problem Statement

Motivating people can be hard to do in a team setting, especially when the rewards are predictable and given out at regular intervals, like annual bonuses or performance reviews. After some time, members lose their interest and do not work quite as hard or as efficient as before because they know when and how the reward comes.



# Proposed Solution

We plan to create a “Reward Bot” that accomplishes the following:

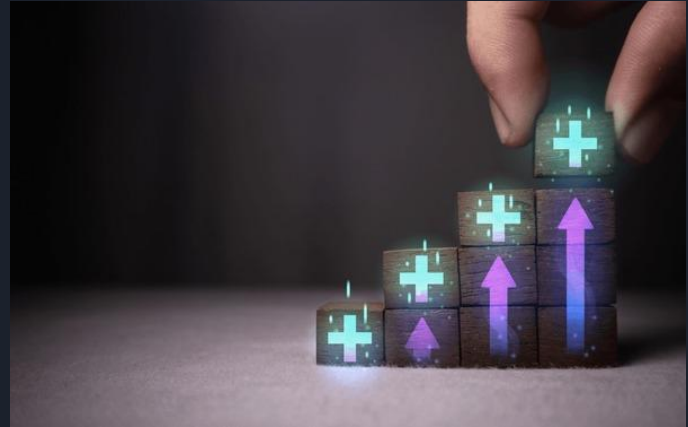
- Gives team members a list of objectives to complete
- Notifies users when objectives have been met
- Rewards team members for completing objectives
- Contains a leaderboard for objectives between people

# Rationale: Solving the Motivation Gap

Interviews performed in class suggested that people need an external system to keep them motivated

Why Buddy System?

- 1) Immediate Feedback and Rewards
  - Buddy System can provide incremental rewards for task completion based on difficulty and performance
  - Real time feedback can provide boost Engineer's motivation

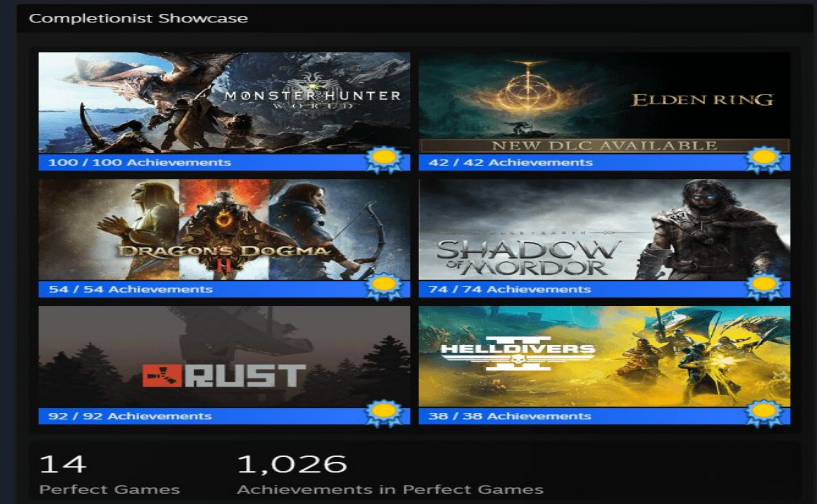


# Rationale: Solving the Motivation Gap

## 2) Gamified Engagement

- Game like mechanics like leaderboard, achievement, streak can lead to more healthy competition

Example:



# Rationale: Solving the Motivation Gap

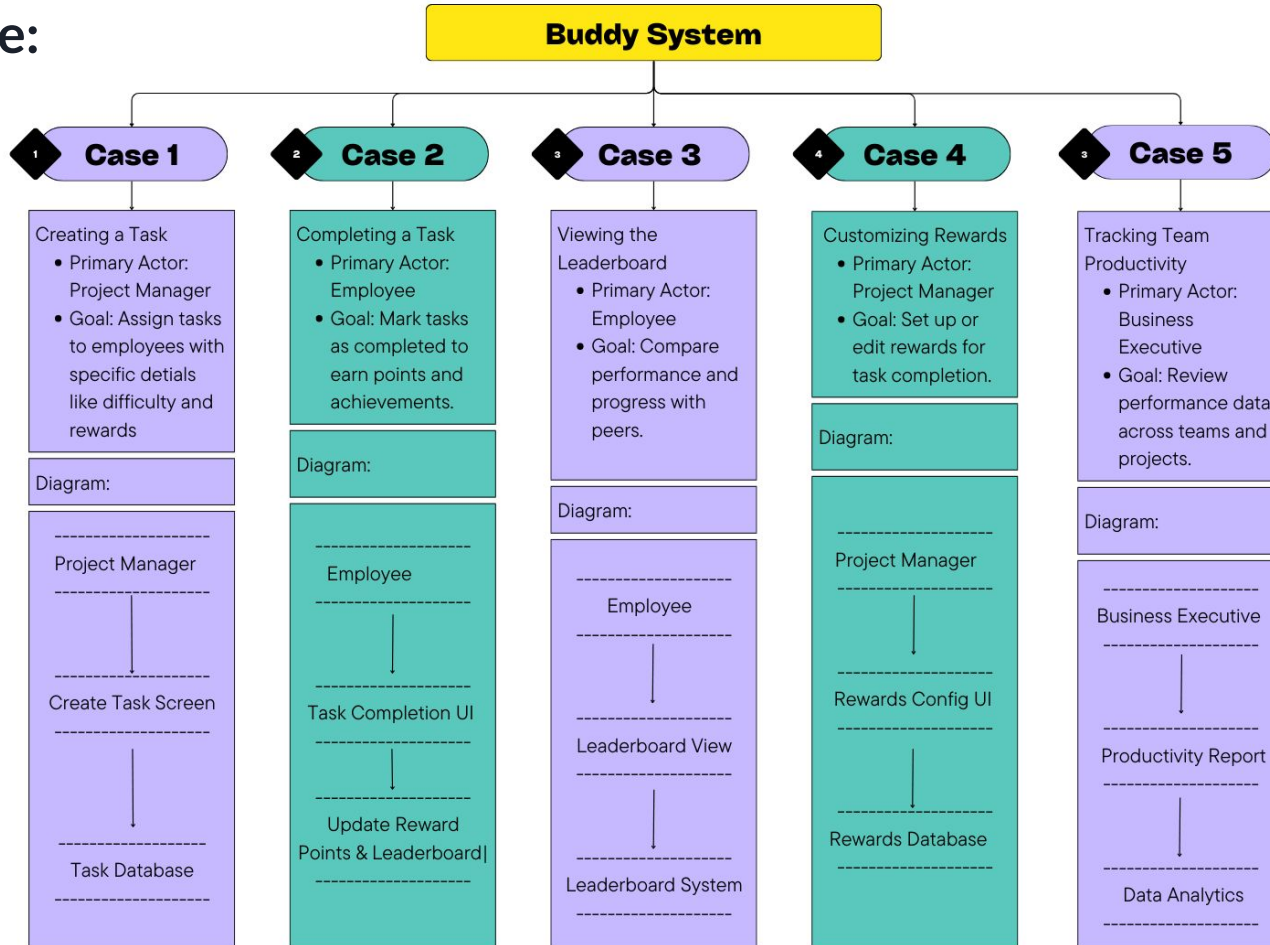
## 3) Continuous Motivation

- Address for shortcomings of delayed rewards like annual bonus by offering ongoing incentives that align with daily tasks

Example:



# Use case:



# Mock Interface 1:

## Task List

**TO-DO**

Task E

Task F

Task G

Task H

Task I

View more

**ON IT**

Task D

**DONE**

Task A

Task B

Task C

View more

**NOTIFICATIONS**

Task "X" Updatd

New reward unlocked

Leaderboard updated

Seasonal Challenge Begin

## LEDAERBOARD (TOP 5)

1: Alice : 300 pts

2: Bob 250 pts

3: Carol: 250 pts

4: Andrew: 240 pts

5: Ruby: 200 pts

## REWARD HUB

\$10 giftcard  
(50pts)

Extra day  
off  
(300 pts)

Mystery Gift  
(100 pts)

## ACTIVITY SUMMARY

Streaks: 31 days

Tasks Completed: 38

Points earned total: 278 pts



## Mock Interface 2:

### Achievements Dashboard

Progress summary

Achievements Unlocked: 12



Total Badges Earned : 8




Current Rank: #5




### Achievements Categories

- Task Completion
  - [✓ Task Master]: Complete 50 tasks (30/50)
  - [✓ Quick Finisher]: Complete a task in 1 hour
- Streaks
  - [✓ Daily Dynamo]: 7-day streak
  - [🔒 Streak Pro]: 100-day streak (Locked)
- Collaboration
  - [✓ Team Player]: Collaborate on 10 tasks
- Seasonal Challenges
  - [🔒 Winter Warrior]: Finish 30 tasks in Dec.

### Badge Showcase

 Task Master

 Daily Dynamo

 Team Player



# Limitations

## 1. Privacy Concerns:

- Team members may be wary of a system tracking their activities too closely.

## 2. Bias in Reward Distribution:

- If task difficulty isn't properly calibrated, some users may feel that rewards are unfairly distributed.

## 3. Technical Integration Challenges:

- Ensuring seamless integration with existing project management tools can be difficult without proper APIs.

## 4. Behavioral Risks:

- Overemphasis on competition could lead to unhealthy work environments.

## 5. Adoption Barriers:

- Teams accustomed to traditional motivation systems may resist change.



# Future Work

## 1. **AI-Driven Personalization:**

- Use machine learning to suggest personalized rewards based on performance trends.

## 2. **Advanced Gamification:**

- Introduce levels, achievements, and bonus rounds to make the system more engaging.

## 3. **Global Leaderboards:**

- Foster inter-company or cross-department competition.

## 4. **Multilingual Support:**

- Expand accessibility by adding language support for global teams.

## 5. **Cross-Team Collaboration Features:**

- Enable teams to collaborate on shared objectives while tracking contributions individually.

## 6. **Enhanced Analytics:**

- Incorporate AI-driven insights in the productivity report to identify bottlenecks and suggest actionable improvements.



# Processes/Tools Used

## Software Engineering Process: **SCRUM**

- Met to go over assignments for each sprints
- Standup meetings to discuss progress
- Retrospectives to go over what went well and what could be improved

## UI Design Tool: **Canva**

- Easily create good looking diagrams
- Creation of visual mockups



# Lessons Learned

1. **User-Centered Design Matters**
  - Iterating based on mock UI feedback showed that simplicity and intuitiveness are crucial for user adoption.
2. **Immediate Feedback Drives Engagement**
  - Notifications for completed tasks boosted perceived value and encouraged continued participation.
3. **Balanced Competition is Key**
  - Too much focus on the leaderboard discouraged collaboration; adding team rewards mitigated this issue.
4. **Gamification Enhances Productivity**
  - Game mechanics like streaks and badges significantly motivated users to complete tasks faster.
5. **Iterative Development is Critical**
  - The SCRUM process allowed continuous feedback and ensured the product aligned with user expectations.



Questions?