Dear Company mentor,

You have been guiding a FICT students over the last months, and we ask you to participate in a 360º review session on the student. This helps the student and us to get a better understanding on their progress.

We ask you to fill in the form below, hand over and discuss it with the student if possible. The form is not a grading, but intended to help the student and the FICT assessors to get your view how the student is progressing. The 360º review starts with your feedback, followed by the self-evaluation of the student and finalized by feedback from peer students en the assessors during the session at our location.

We ask you to describe for each work aspect on which level of progress the student is working, and give substantiation and advice. We recognize the following levels.

Label	Description
Undefined	The student has not yet undertaken activities to demonstrate it.
Orienting	The student has made a start and explored the possibilities.
Beginning	The student has taken the first steps and carried them out which contribute to demonstrating his proficiency.
Proficient	Student acts as expected of him (if the development continues in this way)
Advanced	The student has shown several times to work on this aspect with good results. The student has performed above expectations and has focused on continuous improvement.

In the appendix you'll find a description with examples of work aspects we focus on. It should help you to fill in the from.

Student name	**Tony Jiang**
Date	13 nov 24
Company mentor	Rik
Project	Blueriq Chatbot

I'm unable to differentiate enough per person. As you clearly present your work as a team. This is a good thing in my book.

	Work aspect	**Level* (U, O, B, P, A)**	**Feedback**
1	Professional duties	P	I feel like the way you showcased your designs and plans was done really well.
2	Situation-Orientation	P	It is clear to me that you are approaching new topics, you manage the expectation well, and you seem to grasp the topics in a quick matter.
3	Future-Oriented Organisation	B	This is where I see most room for improvement. As mentioned last time, please make contact when you are unsure. It would also be nice if you could spot limitations of your software, and make sure I'm good with those limitations. I.e. do people need to be able to have multiple roles.
4	Investigative Problem Solving	P	-

5	Personal Leadership	A	Everybody in the group takes ownership of their part and are able to demonstrate the application. Wilfred takes this up a little more naturally, but I think it is great how you rotate and everybody shows they contribute their part. You keep clear boundaries in stating which parts you want to pick of from an educational perspective and which are going to be mocked.
6	Targeted Interaction	P	-

***** Choose from **U**ndefined**, O**rienting**, B**eginning**, P**roficient**, A**dvanced

Peer review (to be filled in by coworkers)
Give 2 tips and 2 tops.

The main top feedback from the group is that I'm a good teacher and a valuable team member. They appreciate that I provide helpful feedback when others need assistance and take the time to explain things clearly. A key tip for me is to be more confident in grading myself, as I tend to undervalue my contributions.

Student reflection and improvement steps (to be filled in by student)
I will not sell myself short when grading myself on the learning outcomes. I'm going to be confident in the grade I deserve. For example, grading myself orienting level in cloud-native skills, I could have got a beginning level. I can also discuss this with my team members to gain more confidence in my self-assessment.

Appendix: Explanation about the work aspects

1. Professional Duties: You carry out the professional duties on a bachelor level resulting in professional products in line with the IT-area you are working in.
   Clarification:
   - Professional duties is about the professional activities and the resulting professional products that are the core of your graduation portfolio. In activities and products the lifecycle of Analysis, Design, Realise, Advice and Manage&Control can be recognised although not all projects need to address all of these phases..
   - As a reference for the activities and products that are expected and their level you can look at (a) the HBO-I domain description[1] for the proficiency indicator at level 3 (Bachelor level), (b) the professional standards, expectations and level that is in line with the practice within the IT sub-domain of your the group project.
   - A large part of student portfolio will consist of professional (end)products. Which products will be in his portfolio depends on the project. They provide the context for the professional products that can be expected as a result of his activities. Therefore professional products should always be recognizable as common (professional) practice for the IT sub-domain of project. E.g. a software architecture in full stack software development is a common product for the IT sub-domain of full stack development.
   - All IT sub-domains are related to one or a mix of the five architectural layers of the HBO-I domain description (User Interaction, Organizational Processes, Software, Hardware Interfacing, Infrastructure). This means that student's activities and resulting professional products may be related to the proficiency description of one of these layers or on a mix of layers at level 3. Mixing layers is quite common in domains like cybersecurity, web development, AI engineering, game development, mobile development etc. Student shows professional duties when using the right mix of layers that fit to the needs of the project.

2. Situation-Orientation: You apply your previously acquired knowledge and skills in a new and authentic context to deliver relevant and valuable results for the project and company.
   Clarification:
   - There should be a clear match between the knowledge and skills student offer the project and the project's needs. Also the needed knowledge and skills should be at level 3 (HBO-I framework).
   - Student *applies* previously acquired knowledge and skills in the project's context which means that he adapts to the processes and way of working of the company and to what is expected or standard for the IT sub-domain
   - Activities and products are relevant for the project's stakeholders and users and creates value.
   - Student puts effort in showing, proving and monitoring the added value of your project for example by (a) the upward Technology Readiness Level (TRL) transition you realise, (b) validation oriented methodology and (c) explicit value creation related objectives defined using the Design Challenge (Newman 1995, 2003)
   - student works in a methodological and structured manner within a context where approach and solution area are open, with multiple stakeholders and multiple IT areas combined. His activities and products show contextual innovation and exploration.

[1] As described in: HBO-i Domeinbeschrijving 2018, HBO-I stichting, Amsterdam. Domeinbeschrijving - HBO-i stichting

3. Future-Oriented Organisation: You explore the organisational context of your project, make business, sustainable and ethical considerations and manage all aspects of the execution of the project.
   Clarification:
   - You put your situation in the perspective of the future (both inside and extending the project) and use this perspective to:
     - Create a project plan and monitor your project execution including the practice based research activities, project approach/strategy, planning, financial aspects, risks and the quality of the solution.
     - identify long term business legitimisation and business values that are relevant for the stakeholders.
     - Consider business and domain trends, sustainable development and ethical aspects in your judgement process using standards or methods/tools (e.g. the Technology Impact Cycle Tool TICT).

4. Investigative Problem Solving: You take a critical look at your project from different perspectives, identify problems, find an effective approach and arrive at appropriate solutions.
   Clarification:
   - Throughout all phases of the project you identify and solve relevant problems and challenges:
     - Initially (problem analysis) by
       - identifying the problem/opportunity of the stakeholders (client),
       - defining the scope and focus of the project and
       - formulating the related practice based research questions (using the Design Challenge),
     - During the project by identifying newly encountered problems/challenges (e.g. spikes) and formulating more in-depth or detailed research questions.
   - Effective approach means that you use a variety of research strategies, methods and activities based on the DOT framework[2] in a structured way in order to find justified answers to your research questions.
   - Appropriate solutions means you use the results from your research to create valuable solutions and validate these using test methods, usability tests and by assessing the conformity with stakeholders, experts, peers or using a benchmark.

5. Personal Leadership: you are entrepreneurial around your projects and personal development, you pay attention to your own learning ability and keep in mind what kind of IT professional and/or what type of positions you aspire to.
   Clarification:
   - Entrepreneurial means that you take the lead in your own project, both planning as well as content wise.
   - Paying attention to your own learning ability means that you can reflect on your own actions, ask and receive feedback on your actions and look for further opportunities and possibilities that flow from hat feedback and that you are aware of your development as an IT professional.
   - You know which role you envision in the IT-landscape and what role you play in a team.

6. Targeted Interaction: You determine which partners play a role in your project, collaborate constructively with them and communicate appropriately to achieve the desired impact.
   Clarification:

---

[2] Reference: https://ictresearchmethods.nl/The_DOT_Framework

- Communicate appropriately means that you make sure that your communication has the right impact and execution.
- Partners are the different stakeholders in the project to which you pay attention to and whose interest in the project are clear to you.