# Teamwork Guidelines

# Repository

* Create a private repository on GitLab, add your team members and include your technical trainers as project reporters. Their usernames are **kstanoev** and **radkostanev**
* Use the [Telerik Academy Forum](https://forum.telerikacademy.com/) to send a message to **@NET-Trainers** with the link of your GitLab repo.
* Add a link to your Trello board inside the README.md file.

# Roadmap

Create a Trello board and add a card for every major functionality you are planning to implement in your project. Add your technical trainers once more – their usernames are **kirilstanoev2** and  **radkostanev2**

You can have several columns (lists) in the board:

* **Open** – the backlog of your project, containing all open issues
* **To do** – issues that have been assigned and scheduled with a deadline
* **Doing** – what issues are currently in progress (no more than 2 per person)
* **For review** – the issues that need to be reviewed by your teammates
* **Closed** – all issues that are done

Using issues, describe the project’s features and bugs:

* **Features** - any business requirements from the project description
* **Bugs** - any problem with the software, usually annotated with a “bug” label

Each issue (features or bugs) need to contain the following information:

* **Name** -the name of the issue would be the given feature / bug that needs to be done
* **Priority** - use labels to indicate what is the importance of the issue i.e. Must/Should/Could
* **Time tracking** - try to estimate the time needed for the completion of this feature
* **Assignee** - who is responsible for the successful completion of the given feature / bug

# Implementation

Try to adhere to this project specification and make your project as close to it as possible. Also, don't go crazy on features, implement a few but implement them amazingly.

Always remember, quality over quantity!

# Validation

Review the code and test the behavior of the features of your team members.

# Teamwork

It is important that you work as a team towards a common goal. At the end of the project you should:

* Have a common plan that you agreed to follow
* Have taken responsibility for your own tasks
* Communicated and coordinate your efforts, asked for details with regards to the project implementation
* Be able to explain how you have contributed to the project
* Be able to explain the source code of your team members

# Peer Feedback

You will be asked to provide feedback about your teammates, their attitude to this project, their technical skills, their approach to teamwork and their contribution to the project. This feedback is an important component of the project evaluation, so take it seriously and be honest.

# Working Effectively in Teams

# Project Scope and Ground Rules

**Establish project objectives, team norms and guidelines.**

To work effectively as a team discussing project objectives and assigning team roles, guidelines and division of labor is critical. Think through who will:

* Schedule meetings and make sure you follow a timeline/agenda
* Take notes at meetings to send to everyone afterwards
* Research topics for the project
* Compile and design presentation for partners
* Present your project work

**Create a timeline and split work into smaller tasks**

A timeline is important to make sure the project isn’t left until the last minute. This will also help estimate work effort and identify dependencies between activities (one cannot start if the other hasn’t finished, etc.) Set aside buffer time in case there are delays in delivery.

Discuss and assign tasks according to each person’s preferences to make it less overwhelming. This also makes it easier to complete the project work because team members can work independently on their sections. Write off the tasks and time estimates in the project management system in GitLab.

**Schedule Meetings**

Your team meetings can be in person or virtual. This will allow you keep yourselves on track and ensure you have an opportunity to share ideas, notes and research.

**Discuss communication ground rules.**

However, you decide to organize your communication, it is important to set mutually agreed upon ground rules for contribution. For example, if you miss a meeting you could be expected to get back to the person in 24 hrs. Or, if you consistently miss meetings/fail to communicate/produce work, you may not be given credit for the project. Life happens. Put yourself in the shoes of your team members. Try and understand where they are coming from and be inclusive as much as possible.

# Peer-to-Peer Feedback

**Keep a Positive Mindset**

The first thing to remember when giving or receiving feedback is that it’s intended to help. It shouldn’t be viewed as a personal attack. Feedback should be written/delivered with positive intentions: To help your peers grow as they progress along their career journey.

**Be Specific and Actionable**

When possible, try to provide actionable steps for improvement. For example, rather than saying, “You need to be better about finishing projects on schedule”, you could say, “It would be helpful if you provided progress updates so that we can offer additional support as deadlines approach.”

**Focus on Problems, Not People**

Again, constructive criticism shouldn’t feel like a personal attack. To avoid defensiveness, you should focus on your peers’ work, not their personality. Writing comments in the passive voice can actually help with this. For example, rather than saying, “You didn’t provide enough data in the presentation,” you could say, “The presentation would be more convincing if it included more data.”

# Teamwork Challenges and Solutions

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| **Challenges** | **Description** | **Solution** |
| *Scheduling problems* | This can create roadblocks to getting started/continuing with your project. It can be frustrating for you as a learner to feel that others aren’t compromising and don’t take their situation into consideration. | * Try and be understanding of your team member’s schedules and responsibilities which may be different from your own. * Consider using online channels to communicate. * Take turns picking when and where you will be meeting next time. |
| *Group conflict* | Group conflict is natural and often necessary for effective projects. Sometimes though, it escalates and makes it even more difficult to focus. | * Don’t let personal feelings impact your work in the team. Focus on the task. * Address issues openly directly and respectfully. * Try and find common ground between two ideas to reach compromise. |
| *Uneven contribution* | Some team members don’t contribute to the team project or aren’t perceived to be contributing to the team. This creates tension in the team and is unfair to the team members | * Discuss and set clear guidelines and work expectations at the beginning of the team project. * Assign roles and responsibilities so that each person will be making an equal contribution. * Speak directly, but respectfully to the person who is not completing their work. |
| *Different expectations* | Some members strive for perfection, while others simply want to pass. Some begin projects in advance, while others procrastinate. This can create tension because the team is not working towards the same goal. | * Early communication is key to make sure everyone is focused on common goals. * Keep goals realistic and understand that your actions affect others in the team. * Make a timeline so that your team can stay on an agreed plan for getting the project done. |
| *Getting stuck* | At some point teams may get ‘stuck’ and hit a mental road block. This is discouraging and can lead to procrastination and avoidance. | * Reread project requirements and goals. * Have a brainstorming session where ideas are discussed. * Seek help from trainers and your peers and/or mentors, if you remain stuck. |
| *Groupthink* | ‘Groupthink’ occurs when members of a group agree with other group members to avoid conflict. This kills creativity and constructive evaluation of alternative ideas. | * Thinking critically about ideas presented, offering and assessing alternatives, and embracing diverse opinions from team members. * Work through projects analytically using the teams’ combined knowledge and experience. |