

360 DEGREE FEEDBACK FORM

FROM: Iarina-Maria Dicu

TO: Amir Ranjbar Maki

ME

How would you describe me?

Your answer:

Funny and hardworking person. It's always pleasant to have conversations with you.

What do you see as my strength(s)?

Your answer:

Your diplomacy.

Can you describe a situation when I demonstrated this strength?

Your answer:

Whenever conflicts appeared in the team, you handled them calmly. You managed to express your own opinion without taking sides, which helped keep discussions balanced.

ME IN A TEAM

How do you see my role in this team?

Your answer:

Developer

What is my contribution to this team?

Your answer:

You actively participated in meetings, were involved in team decisions and shared your opinions. You consistently delivered your work, both code and documentation, to the expected level and always met deadlines.

What would you ask me to help you with?

Your answer:

I would ask you to explain code or documentation, because you have a clear and easy-to-understand way of explaining things.

TIPS

Do you see any room for improvement for me as a team member?

Your answer:

I would have like for you to take a bit more initiative. There were times when you did but there were also times when you let others decide for you.

Do you see any room for improvement for me as a future IT-specialist?

Your answer:

Don't be afraid to be in a leading position like the product owner or the scrum master, as this could help you grow even more.

What competences would you recommend me to work on?

Your answer:

I would recommend working on leadership skills. You have the potential to be a very good product owner or scrum master.