

# 360 DEGREE TEAM FEEDBACK FORM

FROM: \_\_\_\_\_ Jeroen Swart \_\_\_\_\_ (please fill your name)

TO: IT-2B

## THE TEAM

**How would you describe the team overall?**

From a CTO perspective, the team demonstrates a solid foundation in collaboration and technical curiosity. They operate as a cohesive unit, show ownership over their work, and display a healthy willingness to learn and adapt. This forms a strong basis for long term growth as IT professionals

**What do you see as the team's main strength(s)?**

The team's primary strengths are their collaborative mindset, problem solving approach, and openness to feedback. They are able to translate requirements into workable solutions and are not afraid to ask questions or challenge assumptions when needed.

**Can you describe a situation in which the team demonstrated this strength?**

During a phase where technical decisions had to be made under time pressure, the team collectively evaluated different options, discussed tradeoffs, and aligned on a solution that balanced speed, quality, and maintainability. This demonstrated maturity in both technical reasoning and teamwork.

## TIPS

**Do you see any room for improvement in the way the team worked together?**

The team could benefit from more explicit upfront alignment on architecture choices, responsibilities, and decision making authority. Introducing lightweight rituals such as short design reviews or retrospectives could further strengthen collaboration and efficiency.

**From your perspective, in which areas can the team improve as future IT-specialists?**

As future IT specialists, the team can grow in architectural thinking, security awareness, and understanding the broader business impact of technical decisions. Developing a habit of thinking beyond the immediate solution will be key to operating effectively in complex IT environments.

**What competences would you recommend the team to work on?**

I would recommend further developing competencies in system design, code quality and maintainability, DevOps practices, and professional communication with stakeholders. Strengthening analytical skills and learning to justify technical choices will prepare the team well for senior engineering roles.