

## TEAM PERFORMANCE ASSESSMENT

This Team Performance Assessment is designed to create an objective discussion about team performance during the course of doing the artifacts in CS 191 Software Engineering 1. It helps team members work out how well they are working at the moment and identify the areas they want to address to help them perform better in the implementation, test and release of the software (CS 192 Software Engineering 2).

This assessment has four areas of concentration in terms of team performance, namely,:

*Purpose and Shared Direction.* A team that has a shared understanding of what they are trying to achieve, why and what success looks like, produces best outcomes. They show the way and model right behaviors- both in terms of direction and how people behave and work together.

*Result-oriented.* A team pays attention to the things that matter and their proper direction. They make tough calls and consciously divide their time and stay focused on their joint goals.

*Joint Accountability.* A team's members take responsibility for their own part in delivering the team's goals and helping others to achieve them. Failing to deliver or letting others down is not OK.

*Team relationships.* Everyone treats each other with respect, is open on uncomfortable issues and takes time to understand others' needs. It's OK to admit mistakes and weaknesses.

### INSTRUCTIONS:

- 1.) Use the descriptions below to score your personal assessment of the way that your team worked together. For each statement, give a rating from 0 to 4.
- 2.) Share your individual assessment with other team member to come up with an overall team assessment, calculating the average score for each category.
- 3.) The team should reflect on the results and develop an action plan to improve overall effectiveness in working together in the implementation and testing phase.

Team Member's Name: Nikki John B. Florita

Group No.: 2

Project Title: CoUPon

Sprint No.: 2

## PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a checkmark on the response which applies to your team. Be honest and go with your first response

**4 = Always    3 = Usually    2 = Sometimes****1 = Rarely    0 = Never**

PURPOSE AND SHARED DIRECTION	4	3	2	1	0
1. We have a clear and shared understanding of the team's mission and purpose.		✓			
2. We have a clear and shared understanding of what we are trying to achieve.	✓				
3. We agree on how we behave with each other.		✓			
4. We understand how the work of the team fits into the larger picture.	✓				
5. We all agree on what success looks like and how we will know when we have achieved it.	✓				
<b>TOTAL</b>	<b>18/ 20</b>				

RESULT-ORIENTED	4	3	2	1	0
1. We make the tough calls about priorities.	✓				
2. We divide our time well to accomplish team goals.		✓			
3. We make sacrifices willingly (such as budget, turf, headcount) for the good of the team.	✓				
4. We pay attention to what really matters most.		✓			
5. We sort out any failures to reach team goals	✓				
<b>TOTAL</b>	<b>18/ 20</b>				

JOINT ACCOUNTABILITY	4	3	2	1	0
1. We understand individual roles and what is expected by each individual team.			✓		
2. We are clear about what individual strengths each member of the team brings.	✓				
3. We are clear about commitments and areas of accountability.			✓		
4. We look out for each other. No one is left to struggle on their own.	✓				
5. We do what we say we will do.	✓				
<b>TOTAL</b>	<b>16/ 20</b>				

TEAM RELATIONSHIPS	4	3	2	1	0
1. We accept and use the team member's different experiences, skills and gifts.	✓				
2. We trust and are open with each other.	✓				
3. We share unspoken reservations or unexpressed feelings about the team and its issue.	✓				
4. We take time to understand each other's needs and concerns in each new situation.	✓				
5. We celebrate successes and spends time to learn from failure.	✓				
<b>TOTAL</b>	<b>20 / 20</b>				

Review your scores for the statements above. In the boxes below write three (3) statement you scored highest and which you believe are the most important.

1	We take time to understand each other's needs and concerns in each new situation.
2	We make the tough calls about priorities.
3	We have a clear and shared understanding of what we are trying to achieve.

Review your scores for the statements above. In the boxes, below write three (3) statement you scored lowest and which you believe are the most important to address to enhance the effectiveness of your team.

1	We understand individual roles and what is expected by each individual team.
2	We are clear about commitments and areas of accountability.

<b>3</b>	We have a clear and shared understanding of the team's mission and purpose.
----------	-----------------------------------------------------------------------------