Use this form in the stated units of your module to assess your team members’ performance,including your own, in the group/team assignments. This feedback will not be shared with your team members. However, it will be considered for your final grade for the unit assignments. The full guidance is on the Department page.

|  |  |
| --- | --- |
| Name | Guilherme Amorim |
| Group/Team number or name | 3 |

Team evaluation

Write the name of each of your group members in a separate column. For each person, indicate the score to which you agree with the statement using the rating scale below. Extreme scores (1 and 5) will need to be justified with comments as they are reserved for extraordinary events (lack of participation or going above and beyond, respectively).

|  |
| --- |
| **Rating Scale**  1 - Did not contribute in this way  2 - Willing but not very successful  3 - Average  4 - Above Average  5 - Outstanding |

|  |  |  |  |
| --- | --- | --- | --- |
| **Evaluation Criteria** | **Team member:**  **Christophe Laudriec** | **Team member:**  **Georgios Papachristou** | **Team member:**  **Mavis Panashe** |
| Attends team meetings regularly and arrives on time. | 4 | 4 | 4 |
| Contributes meaningfully to team discussions. | 4 | 4 | 4 |
| Completes team assignments on time. | 4 | 4 | 4 |
| Prepares work in a quality manner. | 4 | 4 | 4 |
| Demonstrates a cooperative and supportive attitude. | 5 | 5 | 5 |
| Contributes significantly to the success of the project. | 4 | 3 | 3 |

Feedback on team dynamics

1. How effectively did your team work?

Reasonable team dynamic. People were engaged in discussion and tried to attend scheduled meetings as much as possible, also fulfilled most individual tasks assigned (in terms of managing the overall project, e.g. taking minutes, keeping track of project progress). However I felt that an important work component, writing the analysis code itself, was not adequately fulfilled by the remaining team members. We had agreed we’d all try to write code for the multiple parts involved in the project, and then discuss our code and findings in our meetings and try to pull together different sections of code from each member so that the final output was produced at least in part by everyone. This ended up not happening fully, as others were not putting in the effort needed to produce the code and analysis required to meet our weekly deadlines and the overall project deadline. Therefore I felt like I need to step in and produce most code myself, with 5-10% being contributed by others. Nonetheless, I think everyone was extremely engaged and showed a highly supportive and cooperative attitude, with plenty of praise the work produced by others, a lot of engagement in meetings and a genuine will to produce a successful submission.

1. Were there any behaviours of your team members which were particularly valuable or detrimental to the team? Explain.

My overall task (besides the analysis itself) was to coordinate the group and ensure timely task completion and progress as scheduled. Therefore I found it extremely valuable when others were able to fulfil their tasks and assignments on time and as planned, without needing reminding or someone else to fill in for them. As mentioned above, I found it detrimental that people did not put in the same effort towards achieving the overall goal, which I thought led to quite heterogeneous overall time investment across members (which, naturally, can be understandable given different work and other commitments, but is not desirable).

1. What did you learn about working in a team from this project that you will carry into your next group/team experience?

Importance of setting clear timelines and tasks, ensuring everyone is brought into the conversation even if they’re shyer or less experienced, creating ways to ensure accountability, managing quite different contributions from people with different personalities. Some of these are difficult to achieve in a remote, short-term, part-time project, but their importance for future work was reinforced during this assignment.

Self-evaluation

Indicate the extent to which you agree with the following statements, using the same scale shown on the first page. Provide a self-evaluation total.

|  |  |
| --- | --- |
|  |  |
| Contributed good ideas | 4 |
| Listened to and respected the ideas of others | 4 |
| Compromised and cooperated | 5 |
| Took initiative where needed | 5 |
| Came to meetings prepared | 4 |
| Communicated effectively with teammates | 3 |
| Did my share of the work | 5 |
| **TOTAL** |  |

My greatest strengths as a team member are:

* Very thorough, organised, attentive to detail
* High initiative and capacity to work intensively
* Engaged in discussion
* Conscious and intentional effort to bring everyone to the discussion
* Experience in getting projects finished and know how to navigate tight deadlines and ensure compromise between quality and timeliness to meet targets

The group work skills I plan to work to improve are:

* Creating better ways to incentivise participation by others
* Moderating my own will to contribute
* Communication when discussing conflicting views (especially when I am moderating those discussions)