

BDes Hons Interaction Design

PLACEMENT EMPLOYER'S REPORT (DPP/DPPI only)

The Industrial supervisor is asked to provide a written report [minimum 500 words], and information regarding the placement student's performance, the following criteria should be used to assess.

- Attendance and punctuality and commitment to work programme
- Initiative, organisation and planning
- Creativity and technical development appropriate to the work programme
- Teamwork and integration
- Communication skills, written and oral

Please mark each element out of 4

Marks:	4	Excellent
	3	Very Good
	2	Good
	1	Limited but sufficient
	0	Failed to meet required minimum standard

Attendance and punctuality and commitment to work programme:

Mark: 4

- Katrina's attendance and punctuality has been excellent. She has always been fully committed to all projects and tasks asked of her, making herself available whenever required and even attending events outside of normal working hours. Katrina has also made a concerted effort to travel to travel when required, even though this was initially difficult for her on a personal level.

Initiative, organisation and planning:

Mark: 4

- Katrina not only plans & prioritises her work well, but also thinks ahead to preempt the needs of the team so she can get everything they require in place before they actually need it.
- During the TDP there was significant time pressure to get the design of the system nailed down as it blocked development starting. Katrina managed this pressure very well and produced some excellent work in the process
- On WRA project, Katrina not only owned the Pattern Library, she proved herself very capable at balancing concurrent requests coming in from developers looking for assistance with a variety of styling queries, was decisive and always had new patterns in the library before developers even knew they needed them.
- She proactively identified a need and researched different prototyping tools and Sketch plugins to improve collaborative working and discover ways to effectively share sketch files for multiple users to maintain consistency and avoid duplication.
- Katrina has a real 'can do' attitude and takes on every challenge presented to her without complaint, no matter how daunting. Throughout the WRA project she was challenged with numerous output problems to provide solution for. For example, we needed a prototyping solution that would enable us to gather early user insight on design decisions, so she took the initiative and researched different options and selected her tool of choice based on our specific needs at the time. For each of these

tasks she had to learn new tools, applications, software and coding skills. She did this quickly and without fuss and established herself as a trusted member of the team.

- Katrina never sits ideally waiting to be handed work. She will either ask other members of the team if there are any immediate requirements, identify pieces of work herself that require design input, proactively research something that could benefit the project or work on improving her skills and knowledge.
- If she doesn't know how to do something she will ask for help or go off and research how to do it.
- It would be good to see Katrina build on this positive start by starting to look into creating UX plans, roadmaps and UX involvement in Sprint Planning. This would be the next step and by no means typical of the level a placement student would be expected to operate. But I think it is definitely within her capability to achieve this on her return to Kainos.

Creativity and technical development appropriate to the work programme:

Mark: 4

- During Katrina's time on TDP, all feedback refers to her as a very competent UX designer and an excellent person to work with.
- Katrina's mix of UX, UI and front end knowledge meant she had a great impact on the team. It allowed her to create a Pattern Library with minimal supervision, which then became an invaluable resource for the developers.
- Katrina owned the Pattern Library which she inherited from a previous placement student. She unskilled where necessary, learning SaaS, GitHub and more. The transition was seamless to the point that developers were almost unaware of the change in ownership.
- She understood the need for her to work within this role, and appreciated the new knowledge and skills that this brought, even though her real passion lies more with design.
- She established herself as the expert in this area and the team deferred to her judgement. This is a phenomenal achievement for a placement student.
- Katrina's small batch (just in time) approach on the TDP to completing the UX design was inspirational and the cornerstone to her effectiveness under pressure, according to feedback she received. This approach meant that the development team could get to work before the complete design was finalised.
- With the Pattern Library well established and widely understood and used, Katrin was afforded more responsibility and was given her own user flow problems to solve. She quickly proved that she was more than capable. Asking questions, collaborating with both myself and BAs she quickly proposed solution options which she then refined based on feedback and then created prototypes.
- I'm confident Katrina will continue to build on her skills and experiences here at Kainos. On DVSA she had the opportunity to work within a team of researchers and designers from different disciplines.
- I would encourage Katrina to keep asking questions, shadow user researches and get designers to explain their work so she can learn as much as possible about the whole design lifecycle wherever possible.

Teamwork and integration:

Mark: 4

- On WRA, Katrina quickly settled within a team of experienced professionals, which I'm sure was a daunting and possibly intimidating environment, and adapted well to new processes, coworkers, tools, technologies and environment, and she took it all in her stride.
- Katrina received a lot of positive feedback from both the 7 week TDP and the WRA team to support how well she communicates and collaborates within teams and also highlights how much she is valued.

- On WRA, she built strong relationships with the whole team as the go-to person for front-end development queries. As she grew in confidence, she began making independent decisions on styling, design and front end.
- She quickly gained the trust of the wider team by always being available, responding quickly to queries, turning work around in record time and prompting the needs of the team before they even knew they needed a thing.
- Katrina would work closely on a one to one bases with each team member, explaining decisions and discussing options together. This was really appreciated by everyone involved as is evident in the glowing feedback she has received from other team members.
- One piece of feedback in particular deserves a mention - "She earned respect from everyone by demonstrating her skills and working with the team."
- Katrina adapted to difficult situations and changing circumstances on the WRA project with maturity and professionalism, seeking out others when she needed support or to share her thoughts on how something could be improved.
- While working closely with developers, she would frequently query or identify inconsistencies or raise an issue if she felt something wasn't right. This saved the team time and effort by avoiding a situation where the wrong thing was being developed due to an out of date wireframe or oversight.
- It's evident that Katrina's opinion was valued across the teams she has worked with. I would encourage her to take this on board and to be a little more vocal in group settings when sharing her ideas and opinions.
- I hope Katrina can build on this and start participating or even instigating group sessions, (whiteboarding or prototyping for example) to explore problems or discuss solutions.

Communication skills, written and oral:

Mark: 3

- Katrina was asked to step outside her comfort zone and when she accompanied me to UU Belfast campus to speak to IxD students about the UX placement opportunities in Kainos and her experiences. She overcame personal doubts and nerves and delivered a good account of her time at Kainos so far. She spoke clearly and her presentation was well thought out and structured.
- She also gave presentations about her work, showcasing her communication skills and her ability to explain something difficult to others in an understandable way is admirable.
- Katrina was also involved in our agile ceremonies such as daily standups where she clearly and concisely delivered a summary of what she was working to both client and team.
- Katrina would also contribute well in workshops, providing suggestions, ideas and solutions.
- At times she can be quiet which has been wrongly mistaken for shyness. This will improve in time when she settles into the role full time and becomes more experienced and confident in group sessions.

In summary:

- Katrina has had a real impact since joining us as a Placement Student. She has done everything asked and expected of her and always pushes herself to deliver more. Whether it's providing extra design options, preempting developer needs before sprint or discovering ways to improve processes. She has also maturely planned and prioritised her work exceptionally well, completing all tasks on or ahead of schedule and of a consistently high standard.
- Katrina has clearly pushed herself outside her comfort zone at times and this has benefited her own growth and has also been beneficial for her teams. In terms of maintaining that growth, Katrina should continue to push the boundaries and explore how she can better influence those around her. Be more vocal with her ideas and opinions, especially in group situations. Her opinions are clearly valued and people want to hear them and as she grows in both skill and experience she should be able to share more confidently.

- Working with Katrina has been a pleasure as her 'can do' attitude is applied to everything she does. She's approachable, contentious, thoughtful and is always keen to share her knowledge and learn from others. As her feedback shows, she is viewed as a highly valued member of the team by her peers. With the right support, Katrina should continue to grow and these experiences will be invaluable to her in her final year at University.
- Well done Katrina, you should be proud of what you have achieved on your placement year.