

360 DEGREE FEEDBACK FORM

FROM: Oliver Nemess (please fill your name)

TO: **Peter Kapsiar** (please fill the name of the person you are giving feedback to)

ME

How would you describe me?

Your answer:

You are reliable, focused, and hardworking. You stay calm under pressure and always aim to do your best for the team.

What do you see as my strength(s)?

Your answer:

Your strength is in your technical knowledge and design skills. You are also very consistent and dedicated to your work.

Can you describe a situation when I demonstrated this strength?

Your answer:

In the 4th project, you were responsible for both design and coding tasks, and you handled both well under tight deadlines.

ME IN A TEAM

How do you see my role in this team?

Your answer:

You are a quiet but strong team player. You contribute a lot without any question and always do your tasks properly.

What is my contribution to this team?

Your answer:

You bring structure and clarity to the technical part of the project. Your programming and design input always raise the quality of the outcome.

What would you ask me to help you with?

Your answer:

I would ask for your help in improving my design skills and learning how to structure a project more efficiently.

TIPS

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

Your answer:

It would be great if you could speak up more in meetings to make your work more visible and influence the project more directly.

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

Your answer:

Just work on being more vocal and confident with your ideas — your skills are strong already.

What competences would you recommend me to work on?

Your answer:

Improve your verbal communication in group settings. It will help you stand out and make your teamwork even more effective.