**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.