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 consiously 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: Atienza, John Oliver H.
Group No.: 5
Project Title: Class Attendance Mobile App
Sprint No.: 4

PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a check mark 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.		✓			
TOTAL					**19/ 20**

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 our any failures to reach team goals		✓			
TOTAL					**16/ 20**

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.	✓				
TOTAL					**20/ 20**

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.		✓			
TOTAL					**15/ 20**

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 accept and use the team member's different experiences, skills and gifts.
2	We have a clear and shared understanding of what we are trying to achieve.
3	We do what we say we will do.

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 take time to understand each other's needs and concerns in each new situation.
2	We make the tough calls about priorities.
3	We celebrate successes and spends time to learn from failure.

Team Member's Name: Ronnel Roi B. Austria
Group No.: 5
Project Title: Class Attendance Mobile App
Sprint No.: 4

PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a check mark 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.	✓				
TOTAL					**17/ 20**

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 our any failures to reach team goals	✓				
TOTAL					**19/ 20**

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.	✓				
TOTAL					**20/ 20**

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.	✓				
TOTAL					**18/ 20**

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 are clear about commitments and areas of accountability.
2	We take time to understand each other's needs and concerns in each new situation.
3	We understand how the work of the team fits into the larger picture.

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 share unspoken reservations or unexpressed feelings about the team and its issue.
2	We trust and are open with each other.
3	We make the tough calls about priorities.

Team Member's Name: Gabriel, Kristianne Arielle
Group No. 5
Project Title: Class Attendance Mobile App
Sprint No.: 4

PART 1. INDIVIDUAL ASSESSMENT

INSTRUCTIONS: Using the scale below, place a check mark 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.		✓			
TOTAL					**18/ 20**

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 our any failures to reach team goals		✓			
TOTAL					**18/ 20**

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.	✓				
TOTAL					**18/ 20**

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.		✓			
TOTAL					**14/ 20**

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 divide our time well to accomplish team goals.
2	We do what we say we will do.
3	We understand individual roles and what is expected by each individual team.

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 share unspoken reservations or unexpressed feelings about the team and its issue.
2	We trust and are open with each other.
3	We look out for each other. No one is left to struggle on their own.

Group No. 5
Project Title: Class Attendance Mobile App
Sprint No.: 4

PART 2: GROUP REVIEW

From the 3 important statements of each individual assessment, discuss and agree with your teammates the three (3) most important statement to your team. Write them down.

1	We do what we say we will do.
2	We accept and use the team member's different experiences, skills and gifts.
3	We divide our time well to accomplish team goals.

From the 3 lowest scored statements of each individual assessment, discuss and agree with your teammates the three (3) lowest statement of your team. Write them down.

1	We make the tough calls about priorities.
2	We trust and are open with each other.
3	We share unspoken reservations or unexpressed feelings about the team and its issue.

Decide as a team the level of strength the team has for each area of team effectiveness.   Place a check mark at the appropriate level of strength.

	Strong	Mixed	Weak
Purpose and Shared Direction	✓		
Result-oriented	✓		
Joint Accountability	✓		
Team Relationship		✓	

Having reviewed your groups answers and data, reflect and write down the team's thoughts in response to the following questions:

What are the key strengths of the team that you want to acknowledge and build upon?	Why is this important?
 - the familiarity of each member to the project's API and structure - better time management this sprint	 - it made task distribution really easy - more time for other requirements
What are the key areas you does the team want to focus to enhance the performance of the team? - express reservations about the project - prioritizing UX/UI together with functionality	Why is this important? - for the improvement of the app development - it should make the software demos/testing process smoother.

Where will the team start?
> Planning out tasks carefully

Enhancing team performance can take time- often there's a mix of changing what you do and how you do it. Look at the key areas for your team. What concrete steps will help the team move forward to CS 192 Software Engineering?

> Focus on working on the suggestions we received during the software demos

Previous Velocity: 74
Current Velocity: 47

What can the group say about the group's performance based on the team's velocity? Will you increase or decrease your velocity? Why?

The group's velocity will likely decrease because almost all of the Use-Case requirements have already been implemented and the group will be focusing more on UI and feedback enhancement.