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.

Group No.: <u>5</u>
Project Title: <u>Class Attendance Mobile App</u>
Sprint No.: <u>1</u>

PART 1. INDIVIDUAL ASSESSMENT

4 = Always   3 = Usually   2 = Sometimes   1 = Rarely   0 = Never

Team Member Name: **JOHN OLIVER ATIENZA**

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					**16/ 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, head count) 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					**14/ 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					**17/ 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 make tough calls about priorities.
2	We understand how the work of the team fits into the larger picture.
3	We pay attention to what really matters most.

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 divide our time well to accomplish team goals.
2	We share unspoken reservations or unexpressed feelings about the team and its issue.
3	We have a clear and shared understanding of what we are trying to achieve.

Team Member Name: Ronnel Roi B. Austria

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.					

	4	3	2	1	0
		✓			
3. We make sacrifices willingly (such as budget, turf, head count) 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					15/ 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					15/ 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 accept and use the team member's different experiences, skills and gifts.

2	We look out for each other. No one is left to struggle on their own.
3	We make the tough calls about priorities.

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

Team Member Name: Kristianne Arielle Gabriel

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, head count) 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					**17 / 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					**16 / 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 have a clear and shared understanding of what we are trying to achieve.
2	We take time to understand each other's needs and concerns in each new situation.
3	We divide our time well to accomplish team goals.

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 celebrate successes and spends time to learn from failure.
3	We are clear about commitments and areas of accountability.

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

Sprint No.: <u>1</u>

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 make tough calls about priorities.
2	We take time to understand each other's needs and concerns in each new situation.
3	We accept and use the team member's different experiences, skills and gifts.

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 share unspoken reservations or unexpressed feelings about the team and its issue.
2	We divide our time well to accomplish team goals.
3	We understand individual roles and what is expected by each individual team

Decide as a team the level of strength the team has for each area of team effectiveness. Place a checkmark 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	Why is this important?

want to acknowledge and build upon? - we adapt easily to circumstances - everyone is informed and reminded of the deliverables at the start and all throughout the sprint - we all take part in integrating the code	- a lot of unexpected things happen in the development process - this ensures that nothing will be overlooked or forgotten - integrating becomes easier since the one who made the module and also knows how to use it is present
What are the key areas you does the team want to focus to enhance the performance of the team? - setting personal deadlines and meeting them - familiarity to the framework we are using - starting out the tasks early	Why is this important? - for us to respect each other's time and to be able to allot time for integrating codes - it made tasks distribution difficult - sprints are time bound so starting tasks immediately would give more room for adjustments

Where will the team start?

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?

- study further the Android API and Git to hasten development

Previous Velocity: <u>0</u>
Current Velocity: <u>107</u>

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

- We think that the team's velocity will increase throughout the next sprints because we already are starting to get a grasp on how to use Android Studio and the Android SDK