

Team 5 4. Feedback to the team members

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Sprint 1 feedback

Team member: Kristin

Assessment of core competencies

| Competence | Grade from Andre | Grade from Ivan | Grade from Vitali |
|----------------------------|------------------|-----------------|-------------------|
| Communication | 5 | 5 | 5 |
| Collaboration and teamwork | 5 | 5 | 5 |
| Self-Development | 5 | 5 | 5 |
| Self-Management | 5 | 5 | 5 |
| Problem-Solving | 5 | 5 | 5 |
| Attention to Details | 5 | 5 | 5 |

Feedback

Feedback from Andre:

- Start to: nothing to say
- Stop to: nothing to say
- Continue to keep up the same and good work!!

Feedback from Ivan:

- Got nothing...
- Got nothing...
- Continue to keep up the good work. Very professional, time management on point and communication skills are on a high level.

Feedback from Vitali:

- Can't think of anything
- Can't think of anything
- Continue doing amazing work that you do. You manage to do all tasks in time or sometimes earlier. Your communication is also good, you make useful suggestions and ask good questions. 😊

Team member: Andre

Assessment of core competencies

| Competence | Grade from Kristin | Grade from Ivan | Grade from Vitali |
|------------|--------------------|-----------------|-------------------|
|------------|--------------------|-----------------|-------------------|

| | | | |
|----------------------------|---|---|---|
| Communication | 4 | 4 | 4 |
| Collaboration and teamwork | 4 | 4 | 4 |
| Self-Development | 4 | 4 | 4 |
| Self-Management | 4 | 4 | 4 |
| Problem-Solving | 4 | 4 | 4 |
| Attention to Details | 4 | 4 | 4 |

Feedback

Feedback from Kristin:

- Start to find even more time for this project, as this will most likely help you achieve your goals for the future.
- Stop doubting yourself!
- Continue asking questions and help when needed as you do! Also continue being an active communicator in the team chat.

Feedback from Ivan:

- Start to look for ways to find more time to dedicate to this project.
- Can't think of anything.
- Continue to do a good job.

Feedback from Vitali:

- Apply a bit more effort in your work, it is visible that you are doing it but at some points you are missing some parts (or maybe forgetting).
- Can't think of anything yet
- Continue asking questions like you do. Communicating your concerns and asking questions is always good! This gets you valuable information and may raise some team wide questions to research.

Team member: Ivan

Assessment of core competencies

| Competence | Grade from Kristin | Grade from Andre | Grade from Vitali |
|----------------------------|--------------------|------------------|-------------------|
| Communication | 4 | 4 | 4 |
| Collaboration and teamwork | 4 | 4 | 4 |
| Self-Development | 4 | 4 | 4 |
| Self-Management | 4 | 4 | 4 |
| Problem-Solving | 4 | 5 | 5 |
| Attention to Details | 5 | 5 | 5 |

Feedback

Feedback from Kristin:

- Start to find more time to communicate with your team. Also start to find even more time for this program, as there is lots of potential in you to start working as a quality assurance engineer.
- Can't think of anything to stop.
- Continue doing a good job with the assignments!

Feedback from Andre:

- Start to be more in the team meetings.
- Stop to: nothing to say
- Continue to keep up the great work!

Feedback from Vitali:

- Please communicate more when it is not possible to get to meeting at the scheduled time. 😊
- Can't think of anything here.
- You're doing a good job, continue doing so 😊

Team member: Vitali

Assessment of core competencies

| Competence | Grade from Kristin | Grade from Andre | Grade from Ivan |
|----------------------------|--------------------|------------------|-----------------|
| Communication | 5 | 5 | 5 |
| Collaboration and teamwork | 5 | 5 | 5 |
| Self-Development | 5 | 5 | 5 |
| Self-Management | 5 | 5 | 5 |
| Problem-Solving | 5 | 5 | 5 |
| Attention to Details | 5 | 5 | 5 |

Feedback

Feedback from Kristin:

- Start to think of this QA engineer position as your future job, as you really are good at what you do!
- Can't think of anything to stop.
- Continue being a great team member as you are! Also continue doing such a good job with the assignments! I must also bring out your communication skills- they are awesome and for that it is a great pleasure working with you!

Feedback from Andre:

- Start to: nothing to say, everything is perfect 110%
- Stop to: nothing to say
- Continue to keep up the great work and I agree with the Kristin.

Feedback from Ivan:

- Start to experiment with camera angles 😊
- Stop to: Got nothing.
- Continue to improve your skills even further.

Sprint 2 feedback

Team member: Kristin

Assessment of core competencies

| Competence | Grade from Andre | Grade from Ivan | Grade from Vitali |
|----------------------------|------------------|-----------------|-------------------|
| Communication | 5+ | | 5 |
| Collaboration and teamwork | 5+ | | 5 |
| Self-Development | 5+ | | 5 |
| Self-Management | 5+ | | 5 |
| Problem-Solving | 5+ | | 5 |
| Attention to Details | 5+ | | 5 |

Feedback

Feedback from Andre:

- Everything is perfect
- Nothing to say
- Continue to doing this things what you've been done already and keep up the good work with the team.

Feedback from Ivan:

- Start to....
- Stop to ...
- Continue to ...

Feedback from Vitali:

- Can't think of anything
- Stop doubting your language skills! You are doing great! 😊
- Continue doing what you're doing! You are very efficient, you do finish most of the tasks ahead of time, which is good. 😊

Team member: Andre

Assessment of core competencies

| Competence | Grade from Kristin | Grade from Ivan | Grade from Vitali |
|----------------------------|--------------------|-----------------|-------------------|
| Communication | 5 | | 5 |
| Collaboration and teamwork | 5 | | 5 |
| Self-Development | 4 | | 4 |
| Self-Management | 4 | | 4 |

| | | | |
|----------------------|---|--|---|
| Problem-Solving | 4 | | 4 |
| Attention to Details | 4 | | 4 |

Feedback

Feedback from Kristin:

- Start to think about this as your possible future job. You have grown a lot and your abilities have gone better. Also it can be seen that you have gained confidence in yourself! 😊
- Stop doubting yourself!
- Continue to gain experience and everything you possibly can with this program 😊

Feedback from Ivan:

- Start to....
- Stop to ...
- Continue to ...

Feedback from Vitali:

- Start to look for more ways that help you learn better, it should help with getting into new things quicker 😊
- As Kristin said, stop doubting yourself, you can do it!
- In this stream you have improved a lot in every aspect. Keep doing so 😊

Team member: Ivan

Assessment of core competencies

| Competence | Grade from Kristin | Grade from Andre | Grade from Vitali |
|----------------------------|--------------------|------------------|-------------------|
| Communication | 4,5 | 5 | 5 |
| Collaboration and teamwork | 4,5 | 5 | 5 |
| Self-Development | 5 | 4 | 4 |
| Self-Management | 4 | 4 | 4 |
| Problem-Solving | 5 | 5 | 5 |
| Attention to Details | 4 | 4 | 5 |

Feedback

Feedback from Kristin:

- Still think that you should start to consider this as your possible future job as this jobs suits you well! 😊
- Can't think of anything to stop actually..
- Continue to be so calming. You always have some kind of a calming and relaxing effect with you, which makes you a great member to have in any team 🙏

Feedback from Andre:

- Start to, from my side I would say that be more in the time track and you could be very awesome everywhere and in the future job too!))

- Stop to nothing to say here
- Continue to do the same great work because you are nailing it!

Feedback from Vitali:

- Start to look at your options more carefully. What I mean is if you feel that there is a possibility to deliver result later than you think you could it is better to say that you'll have results later. 😊
- Can't think of anything
- Continue doing what you're doing! 😊 You never failed to deliver results, maybe just a little later than promised sometimes, but you still are doing your work. 😊

Team member: Vitali

Assessment of core competencies

| Competence | Grade from Kristin | Grade from Andre | Grade from Ivan |
|----------------------------|--------------------|------------------|-----------------|
| Communication | 5 | 5+ | |
| Collaboration and teamwork | 5 | 5+ | |
| Self-Development | 5 | 5+ | |
| Self-Management | 5 | 5+ | |
| Problem-Solving | 5 | 5+ | |
| Attention to Details | 5 | 5+ | |

Feedback

Feedback from Kristin:

- Still think this job is meant for you. You are an awesome person to work with as there never is any awkward silence and you make all team members always feel like they are a valuable part of the team 😊
- There's nothing to stop!
- Continue with everything you are doing and everything that you have already done, because it's working! You are a bad ass! 😎

Feedback from Andre:

- Start to seeking for this job and you will get it or you could do before the job some freelance things too)
- Stop? Keep going!!
- Continue to be same awesome person like you always are and be in every team or in the job the same positive and very communicable.

Feedback from Ivan:

- Start to
- Stop to ...
- Continue to ...