Introduction		Task: Data Visualization					
This sheet has	s three critical subsheets	You may go through the data sets shared with you					
You are given	data of the performance of individuals a particular team.	You are required to come up with a nice data visualization					
The data has t	hree components- each subsheet has one component	Note: You may use any type of tool for visualizations, analysis.					
Overview of th	ne Subsheets	Additional Guidelines					
Performance Scorecard	1) How satisfied is the owner/ founder of the company regards to the individual's progress? The project leads measure the contribution of the student unicorns every week This frequent feedback accelerates the Student Unicom's learning and thus fuels their growth	Please that note that this is work performance and happiness data of a team. You may have to spend some time to understand what the data is.					
Happiness Scorecard	2) How happy each employees is, while working in this company? Student Unicorns fill this happiness report every week. They introspect on their work life balance. The team members reflect in a breakout room and fill the Happiness Scorecard.	The Google Sheet is purposefully designed to NOT be intuitive so to assess your comprehension capabilities and the ability to deal with chaotic data.					
Progress Report	3) Candidate productivity data The student unicorns get a new format every week. A new theme every week helps them reflective in different ways and thus mature faster	DeepThought is a CultureTech startup and we are at the beginning of a SaaS solution for culture building. Most of our models are still a work in progress. The DT Behavioral Data Scientist deal with a lot of chaotic data as a part of daily operations.					

Week 1											
Per	formance Scorecard										
Scored by	Mr Octopus (CEO)										
		Neha	Amit	Sachin							
Contribution		8	8	8	(How happy a	are you with ti	ne Student Unic	orn's contribution	1)		
Initiative		9	8	8	(How happy are you with the initiation of the Student Unicorn?)						
Bottleneck analys	sis	9	7	7	(How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with solutions (How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with solutions (How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with solutions (How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with solutions (How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with solutions (How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with solutions (How satisfied are you with Student Unicorn's ability to identify bottlenecks).					olutions	
Average		8.6666666	7.66666666	7.66666666							
Week 2											
	formance Scorecard										
Scored by	Mr Octopus (CEO)										
0 1 11 11		Neha	Amit	Sachin	41.		0, 1, 1,1,		,		
Contribution		9	8			-		orn's contribution	•		
Initiative	-	9	8	7	(How happy are you with the initiation of the Student Unicorn?)						
Bottleneck analys	sis	5	6	6	(How satisfied are you with Student Unicorn's ability to identify bottlenecks and come up with so					olution	
Average		7.66666666	7 33333333	6 6666666							
Average		7.00000000	7.33333333	0.00000000							
Week 3											
Per	formance Scorecard										
Scored by	Mr Octopus (CEO)										
		Neha	Amit	Sachin							
Contribution		9	8	8	(How happy a	are you with ti	ne Student Unic	orn's contribution	1)		
Initiative		8	7	7	(How happy are you with the initiation of the Student Unicorn?)						
Bottleneck analys	sis	8	6	6	(How satisfied	d are you with	Student Unicor	n's ability to ider	ntify bottlenecks	and come up with s	olution

	Week 1				
	Parameters	Neha	Amit	Sachin	
1	How happy you felt this week?	6	8	7	
2	Are you happy with your performance this week?	7	10	7	
3	Were you satisfied with yourself?	6	9	7	
4	How much you enjoyed your work?	7	9	10	
5	Were you able to get help that you wanted?	9	9	10	
6	Were you clear about the tasks given to you?	8	10	10	
	Week 2				
	Parameters	Neha	Amit	Sachin	
1	How happy you felt this week?	7	6	9	
2	Are you happy with your performance this week?	7	7	9	
3	Were you satisfied with yourself?	7	9		
4	How much you enjoyed your work?	7	9	9	
5	Were you able to get help that you wanted?	7	9	10	
6	Were you clear about the tasks given to you?	8	10	10	
	Week 3				
	Parameters	Neha	Amit	Sachin	
1	Were you happy about this week's contributions? (Contributions include projects, engaging in events & workshops, helping others, even ideas)	9	9		
2	How happy are you feeling with the efforts you put in this week? (Celebrating efforts is more important than celebrating results)	8	9		
3	Were you satisfied with yourself? (You were able to contribute as per you planned or even went beyond)	8	10		
4	How much you enjoyed your work?	8	9	1	
5	Were you able to get help that you wanted?	8	9		

6 How often were you able to put forth your ideas? 10 8 9

Parameter	-	Neha	Amit	Sachin				
Q1 How would you grade yourself in terms of the efforts you have put in completing projects at your company?		10	8					
Q1 On a scale of 1-10, how much is the above	con parameter elepificant for unu?	10	8	8				
Q2 How much effort do you put in "learning a		10						
technical skills"?	and development or your core	9	7	4				
Q2 On a scale of 1-10, compared to the other parameters, how much is the								
above parameter significant to you?		9	8	8				
Q3 Beyond your core domain, what are the efforts have you put in learning holistically (cross functional skillset)?		9						
		9	•	,				
Q3 On a scale of 1-10, compared to the other parameters, how much is the above parameter significant to you?		9	8	7				
Q4 What are the efforts have you given to im	nprove your persona (developing	-	-	·				
your conversational and emotional intelligence	ce) ?	9	8	7				
Q4 On a scale of 1-10, compared to the other	er parameters, how much is the							
above parameter significant to you?		9	8	6				
Q5 How much efforts have you given in orde your productivity?	er to improve your efficiency or	9	8					
Q5 On a scale of 1-10, compared to the other		9	•	8				
above parameter significant to you?	er parameters, now moon is the	9	8	6				
		"To learn what can be done I had to go every sphere of	-	-				
		learning						
		I keep my research on always Learning cross functional skills help me in understanding my	could give more from my efficiency but due to unavoidable situations i did what i					
Can you elaborate on why did you chose that		Learning cross functional skills neip me in understanding my task	could do , not above not beyond. I think giving 8 is basic towards my work , i wish	I chose the above scales from the questions and consider it to be				
above questions? I Give one sentence reaso		Growing my own persona and productivity happened at the	things become better for next week so that i could come out of my shell do more .	important because I wanna keep growing. And for growing means				
for you]		same time "	learn more effectively.	adding to my knowledge and skills constantly.	1			
			11.1					
	Parameters		Neha	Amit	Sachin			
4	Q1 According to you. What does 3		The Problem statement which the company is purposed to solve	An Objective of the team	An Objective of the team			
4 !			The Problem statement which the company is purposed to solve Deliverables to meet	An Objective of the team Deliverables to meet				
	Q2 According to you, What does /				Deliverables to meet			
,	Q3 According to you, What does for option	If, N and O represent in the story? [You can select more than	The Key Results of the work, The Key Performance Indicators, The numbers to chase in order to complete the deliverable, Deliverables to meet	Deliverables to meet, The numbers to chase in order to complete the deliverable, The Key Results of the work	The numbers to chase in order to complete the deliverable, The Key Performance Indicators			
	Q4 According to you, What does R	Q and R represent in the story?	The Key Performance Indicators	The Key Performance Indicators	The Key Performance Indicators			
Read this case carefully - "Raju and the team had one purpose X in order to solve a			· · · · · · · · · · · · · · · · · · ·	,	X is the goal or purpose the team need to achieved that is			
team had one purpose X in order to solve a problem Y. Raju and the team brainstorms					given by the higher authority in the company.			
on what they can do to satisfy the purpose.					2.X goal is broken down into 3parts that is A.B.C. these are the			
They then mutually arrive at a conclusion					3 tasks that needs to be achieved by the team .			
that they have to do A, B and C works to meet that objective. Raiu's team lead then				1. The purpose of X is nothing but knowing our end goal i.e, the				
sits with the team to distribute the work			Many times company faces such challenges where innovation is only thing required,	objective of team 2. A. B & C are nothing but the deliverables to meet since the team	3.M N O are the exact numbers and their descriptions on how			
among the team members. The team		Apart company objectives, mission deliverables become so important to create						
			had mutually decided to work on them	numbers that the team need to achieve				
			some new milestone, For that we need The Key Results of the work	had multially decided to work on them. 3. M, N & O are our tracking metrics which help team to be on their	numbers that the team need to achieve.			
attaches a number+description to each work - M, N and O in order to get clarity on the deliverables. Lastly, the team sets			For that we need The Key Results of the work The Key Performance Indicators	M, N & O are our tracking metrics which help team to be on their toes to reach their targets	numbers that the team need to achieve.			
attaches a number+description to each work - M, N and O in order to get clarity on the deliverables. Lastly, the team sets three number+narratives - P, Q and R in	Can you elaborate on why did you	chose those onlines to answer the above questions? I Give	For that we need The Key Results of the work The Key Performance Indicators The numbers to chase in order to complete the deliverable	M, N & O are our tracking metrics which help team to be on their toes to reach their targets P, Q & R are key metrics which helps team to visualize what to	numbers that the team need to achieve. 4.P.Q.R are the key performance indicators of the team .they			
attaches a number+description to each work - M, N and O in order to get clarity on the deliverables. Lastly, the team sets three number+narratives - P, Q and R in order to verify if the work they would	one sentence reason for each one		For that we need The Key Results of the work The Key Performance Indicators The numbers to chase in order to complete the deliverable Deliverables to meet in aligned form, And in that case The Key Performance Indicators helps a lot as a base tool.	M, N & O are our tracking metrics which help team to be on their toes to reach their targets 4. P, Q & R are key metrics which helps team to visualize what to work on and what can be kept on a bucket list.	numbers that the team need to achieve.			
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	Data Visualization
	You may go through the data sets shared with you. You are required to come up with a nice data visualization.
	Please that note that this is work performance and happiness data of a team. You may have to spend some time to understand what the data is. The Google Sheet is purposefully designed to NOT be intuitive so to assess your comprehension capabilities and the ability to deal with chaotic data.
	DeepThought is a CultureTech startup and we are at the beginning of a SaaS solution for culture building. Most of our models are still a work in progress. The DT Behavioral Data Scientist deal with a lot of chaotic data as a part of daily operations.
	How to submit
	You can share the link to your Excel/PowerBI/Tableau file which has the visualization of your data
	·
	You can also copy paste screenshots here

	Learning Material:
	You may go through this link to understand how to go about data visualization.
	https://www.forbes.com/sites/forbestechcouncil/2023/01/04/five-key-commandments-of-data-visualization/

		Hunger for Data
		The Data CultureTech SaaS is still a project in progress. There is a need for more data to arrive at meaningful inferences. These inferences can leveraged for intelligent decision making. Through this task, we wish to evaluate your ability to ask questions, to look for additional data, to improve the current data infrastructure.
		What questions would you ask the company, employees to understand the data better? What additional data would you require to draw better inferences out of the data?
	Q1	
	Q2	
	Q3	
	QS	
	Q4	
	Q5	