



ELPID

E-learning Platform  
for Innovative  
Product Development

# EVALUATION **CATME 3<sup>rd</sup> Phase**

October, 2020



## Testing the usage for evaluating students

1\* For each team member, rate its contribution to the team's work in the 2nd phase.

1.

- Does not do a fair share of the team's work. Delivers sloppy or incomplete work.
- Misses deadlines. Is late, unprepared, or absent for team meetings.
- Does not assist teammates. Quits if the work becomes difficult.

2.

- Demonstrates behaviors described in both 1 and 3.

3.

- Completes a fair share of the team's work with acceptable quality.
- Keeps commitments and completes assignments on time.
- Fills in for teammates when it is easy or important.

4.

- Demonstrates behaviors described in both 3 and 5.

5.

- Does more or higher-quality work than expected.
- Makes important contributions that improve the team's work.
- Helps to complete the work of teammates who are having difficulty.

Antonio Blažun

Dario Stuhne

Rok Lenaršič

Borut Gregor Kuharič

Philipp Heusel

Julian Apfelthaler

Nagarjun Mallarapu

Venkata Prakash Reddy Yeddula

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2\* For each team member, please rate the interaction with teammates in the 2nd phase.

1.

- Interrupts, ignores, bosses, or makes fun of teammates.
- Takes actions that affect teammates without their input. Does not share information.
- Complains, makes excuses, or does not interact with teammates. Accepts no help or advice.

2.

- Demonstrates behaviors described in both 1 and 3.

3.

- Listens to teammates and respects their contributions.
- Communicates clearly. Shares information with teammates. Participates fully in team activities.
- Respects and responds to feedback from teammates.

4.

- Demonstrates behaviors described in both 3 and 5.

5.

- Asks for and shows an interest in teammates' ideas and contributions.

- Improves communication among teammates. Provides encouragement or enthusiasm to the team.
- Asks teammates for feedback and uses their suggestions to improve.

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Antonio Blažun	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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**3** \* For each team member, assess their commitment to keep the team on track in the 2nd phase.

- Is unaware of whether the team is meeting its goals.
  - Does not pay attention to teammates' progress.
  - Avoids discussing team problems, even when they are obvious.
- Demonstrates behaviors described in both 1 and 3.
- Notices changes that influence the team's success.
  - Knows what everyone on the team should be doing and notices problems.
  - Alerts teammates or suggests solutions when the team's success is threatened.
- Demonstrates behaviors described in both 3 and 5.
- Watches conditions affecting the team and monitors the team's progress.
  - Makes sure that teammates are making appropriate progress.
  - Gives teammates specific, timely, and constructive feedback.

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**4** \* For each team member, please rate their quality expectations for the work in the 2nd phase.

- Satisfied even if the team does not meet assigned standards.
  - Wants the team to avoid work, even if it hurts the team.
  - Doubts that the team can meet its requirements.
- Demonstrates behaviors described in both 1 and 3.
- Encourages the team to do good work that meets all requirements.
  - Wants the team to perform well enough to earn all available rewards.
  - Believes that the team can fully meet its responsibilities.

4.

- Demonstrates behaviors described in both 3 and 5.

5.

- Motivates the team to do excellent work.
- Cares that the team does outstanding work, even if there is no additional reward.
- Believes that the team can do excellent work.

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5 \*

For each team member, please rate their knowledge, skills, and abilities for the work in the 2nd phase.

1.

- Missing basic qualifications needed to be a member of the team.
- Unable or unwilling to develop knowledge or skills to contribute to the team.
- Unable to perform any of the duties of other team members.

2.

- Demonstrates behaviors described in both 1 and 3.

3.

- Has sufficient knowledge, skills, and abilities to contribute to the team's work.
- Acquires knowledge or skills needed to meet requirements.
- Able to perform some of the tasks normally done by other team members.

4.

- Demonstrates behaviors described in both 3 and 5.

5.

- Demonstrates the knowledge, skills, and abilities to do excellent work.
- Acquires new knowledge or skills to improve the team's performance.
- Able to perform the role of any team member if necessary.

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6 \*

Please write what each of your team colleagues should start doing (what was lacking), what should stop doing (what you did not like) and continue doing (what you especially liked)? To keep the survey anonymous you can write about yourself as well.

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