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UCSB Capstone Winter 2020

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THE PROBLEM

What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.

BY CHARLES DUHIGG ILLUSTRATIONS BY JAMES GRAHAM   FEB. 25, 2016

Project Aristotle: 2 years, 180 teams, over 200 interviews, more than 250 team attributes

- **Hard data and statistics do little to gauge a team's effectiveness**

- Remote collaboration has skyrocketed and will become more commonplace in the future

- Employees and managers alike often prefer to avoid confrontations than to deal with mismatched teams

86%

of executives and employees cite ineffective communication and poor collaboration as reasons for failures in the workplace

60%

of companies don't have a long-term strategy or vision for their internal communications

4.6x

increase in employees' productivity has been noted when their voices are heard

OUR SOLUTION

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A platform to **assist managers** in **maintaining** the **morale** of their employees

Mood Tracking

- Survey to gauge employee's mood

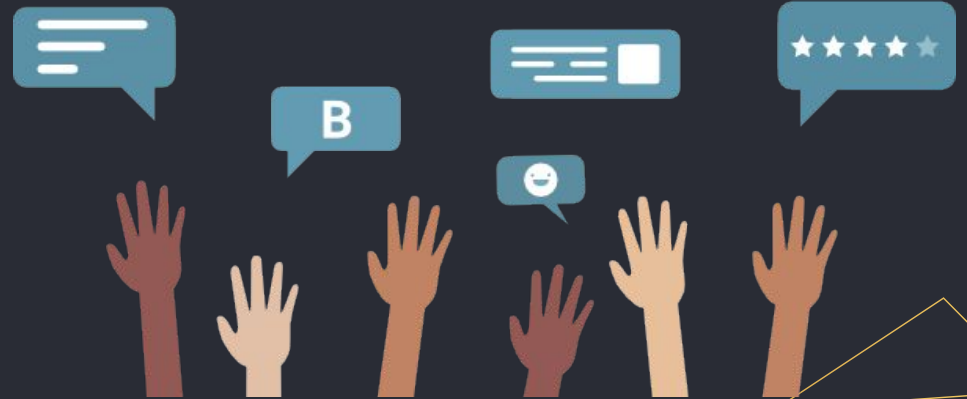- Data Visualization

- Allows for immediate action

  - Note

Free Response Survey

- Foster deeper communication between Managers and Employee

Sentiment Analysis

- Quickly classify each response

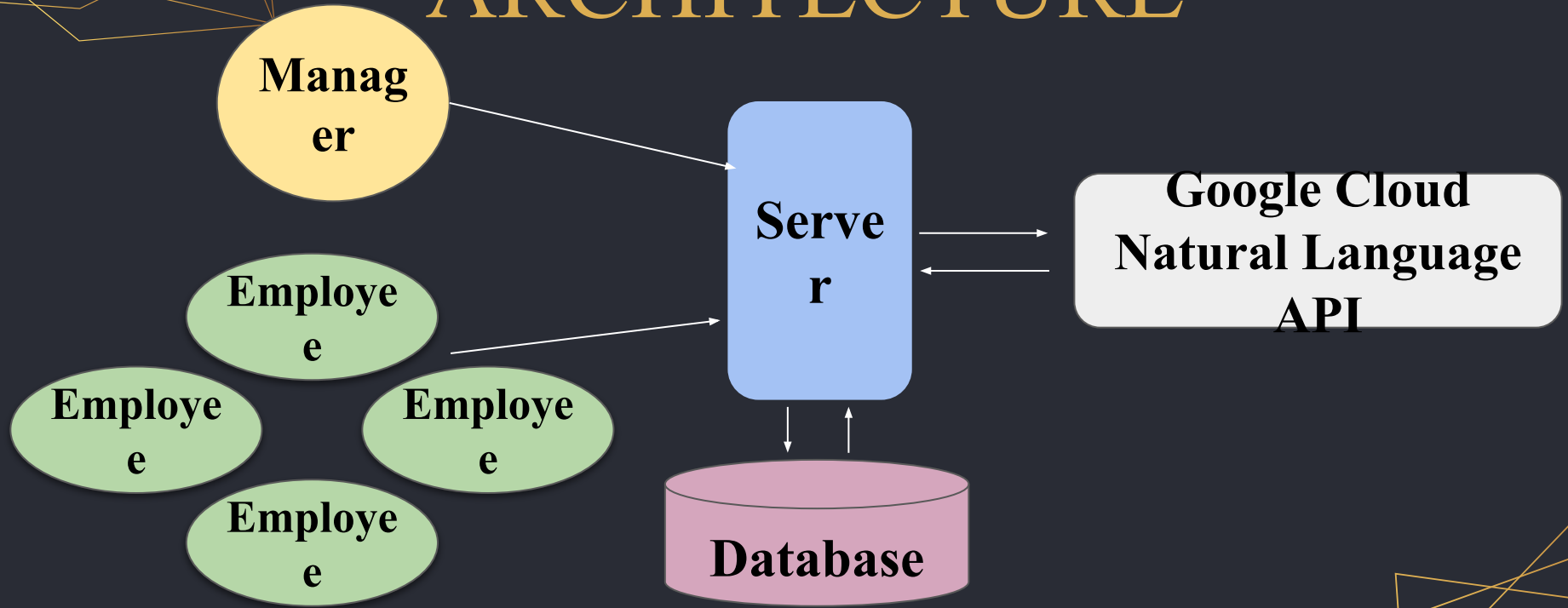- Pinpoint response

Entity Analysis

- Quickly identify people

- Pinpoint key employee
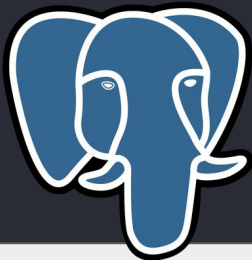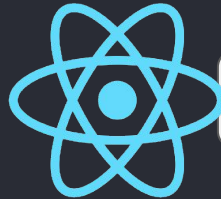
Demo

HIGH-LEVEL ARCHITECTURE

IMPLEMENTATION

THE CONCLUSION

Do you have any comments on our team progress?

4 responses

I love my team. My teammates are working very well together. John and Amy has finished their task a day earlier which accelerated our project pace. Everything is going extremely well.

Although Annie is not doing her best, I feel like we are on a good track! Tom and Daniel both got a lot of work done! We just have a few bugs to fix, but overall I'd say it's a productive day!

Amy and Michelle are great! I love working with them. Tom has been slacking off a bit, but John has been keeping him on track at least. John is an all-star guy. I'm glad he was transferred onto our team. I think over all things have been going well.

Annie and Daniel are on top of their game, and their work has produced exceptional results for this project. Sarah and Michelle have been very cooperative with this project as well.

Do you have any comments for the day?

Name	Response	Score	Magnitude	Sentiment
Rucha Kolhatkar	Annie and Daniel have terrible time management skills	-0.8	0.8	negative
Rain Wang	Annie is not doing so great. But I feel like the team is on a good track! We just have a few bugs to fix, but overall I'd say it's been productive!	0.2	2.3	mixed
Hill Xiong	I love my team. My teammates are working very well together. John and Amy has finished their task a day earlier which accelerated our project pace. Everything is going extremely well.	0.9	3.7	positive
Kyle Gusdorf	Tom's been a great team mate. He always gets his stuff done on time. Daniel's been ignoring my requests during the last day, so I'm not sure if he's busy or just lazy. It's been nice getting to know John better too!	0.5	3.6	positive

neutral mixed slightly_negative negative slightly_positive positive

Google Survey   vs.   Synergi

Thank you for listening!

Special thanks to our mentors at AppFolio!

Daniel Vicory, Miles Luders, Dylan Hanson

Any Questions?

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