

**Table 3: Agile Themes in Relation to their Adoption in Practice.**

Agile Themes	Relating Principles	Rating the take up of principles in Practice	Justification of Rating
Communication and Collaboration	7, 5	High	Both the frequency of communication and mode of communication being practiced adhere to Agile principles of daily face-to-face communication.
Team involvement	6,8	High	98% of the Individuals are empowered to make decisions and over 64% take part in tailoring the process but team skills is the least used criteria/characteristic to tailor software development processes.
Reflection	12	Medium	89% of the respondents carry out some form of reflection, but only at the end of the project not throughout the project.
Frequent delivery of working software	1,3,4	Medium	The range of frequency in delivering working software to customers is wide (between 2 weeks – 3 months). In addition, 17% of the respondents only deliver on the final release. Project Milestones and Deliverables still remain the primary measure of progress (54%) while only 27% of the respondents measure progress through working software.
Managing Changing Requirements	2	Low	Although 98% of the respondents cater for change, only 38% do so using dynamic prioritization through iterative and incremental development.
Design	9,10,11	Void	These principles were not well understood by respondents.