Working with others on your team

“Knowing others is intelligence; knowing yourself is true wisdom. Mastering others is strength; mastering yourself is true power.”

Lao Tzu
But first!

- SDS/Assg #3 due tonight (Wed) by 10pm
  Use the turnin script

- Responsibilities/success criteria due to me by 10pm
  Also post on your wiki!

- SDS presentations will be in class Thurs and Fri
  Customers will be giving written feedback to their vendor next week.

- *SDS-Review/Assg #4 is posted, due next Thursday by 10pm.*
  *Reading summary is also posted, due Wednesday in class.*
Readings

- Personality profile materials (handouts in class)
Lesson goals

The goal of this exercise and the readings is to help you understand more about:

Yourself
- Your general personality patterns (personality profile)
- Profiles of others in your group
- How to work effectively with different profiles

Your team
- How your team dynamics may be affected by the personality profiles of the members, and how you can work better now you know your team makeup
- How you can make a greater contribution to your team
Outline

1. Individually
   o Take the BEST profile (10 min)
   o Grade profile (5 min)

2. Overview of personality patterns and how the knowledge can help you (15 min)

3. With your team (10 min)
   o Combine your scores
   o Discuss your team profile

4. Share one conclusion with the class (10 min)

Your scores do not affect your grade! 😊
But what you apply with the knowledge, could!
What’s your profile?

1. Take the test (10 minutes)
   Wait for everyone to finish
2. Score the test and learn your profile (5 minutes)

Note, your BEST profile is just one measure at one point in time.
Two dimensions of behavior

- **Assertiveness/Dominance**
  - how you go about getting things done
- **Expressiveness/Responsiveness**
  - the extent to which to allow your feelings and emotions to be seen

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**Four Behavior/Leadership Styles**

- **Assertiveness/Dominance**
  - High
- **Expressiveness/Responsiveness**
  - Low
- **Bold**
- **Expressive**
- **Technical**
- **Sympathetic**
BOLD

Stimulated by the challenge of a new adventure, dominance

Wants
- Challenges
- Freedom
- Power
- Quick results
- Authority
- Action
- Change

Strengths
- Gets results
- Shows initiative, takes charge
- Acts efficiently and organized

Needs
- To learn to listen
- To attend to details
- To be aware of others
- To follow
Expressive

Stimulated by being around others, by influencing others

Strengths
• Creative thinkers
• Generates excitement and energy
• Persuasive, optimistic, outgoing

Wants
• Popularity
• Influence
• Acceptance
• To be around people
• To persuade

Needs
• To manage time
• To be objective
• To set goals
• To attend to details
• To control talking

BEST Materials
Technical

Controlled, cautious, precise, accurate, rule-oriented

**Wants**
- Organization
- Rules
- Standards
- Explanations
- Little risk

**Needs**
- To make quicker decisions
- To use more power
- To take quicker action
- To take risks

**Strengths**
- Objective influence, calming
- Analytical, focuses on the facts, details
- Organized, patient
Sympathetic

Strengths
- Loyal, considerate, peacemaker
- Sensitive, patient, supportive, objective
- Always ready to help

Wants
- Adjustment time
- Stability
- Appreciation
- Schedule

Needs
- To set deadlines
- To use lead time
- To get attention
- To be understood

Patient, dependable, loyal, a good listener
Profiles help us understand…

- Individually
  - Ourselves, feelings, strengths, limitations
    - And how we can manage them
  - How to work effectively with others who may have different styles than ourselves
  - See the handout “do’s and don’ts”

- As a team
  - Strengths and things to pay attention to, if the team is dominated by a profile
  - Types of tasks a team may be well suited for
Leadership and emotional intelligence

- No matter what leaders do, success depends on how they do it. A crucial dimension of leadership is the emotional impact of what a leader says and does.

- Emotional environment cannot determine performance, but can account for a 20-30% swing in business results.
What’s your team profile?

- Get with your team (10 min)
  - Share your individual scores/discuss
  - Combine the scores to get a team score
    - Get a total # of the B’s, E’s, S’s, T’s
  - Discuss team score

  Team score of \((15x[n])\) or above in any one personality type is apt to function like that type.

- Share one conclusion with the class (10 min)
### Spring 2007 Team Profiles

<table>
<thead>
<tr>
<th>Team</th>
<th>B</th>
<th>E</th>
<th>S</th>
<th>T</th>
</tr>
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<tbody>
<tr>
<td>UTalk (7)</td>
<td>58</td>
<td>35</td>
<td>48</td>
<td>83</td>
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<tr>
<td>SuiteRates (4)</td>
<td>42</td>
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<td>34</td>
<td>38</td>
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<tr>
<td>PayBack (3)</td>
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<td>WASTE (4)</td>
<td>24</td>
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<td>41</td>
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<tr>
<td>EZReg (7)</td>
<td>71</td>
<td>35</td>
<td>38</td>
<td>78</td>
</tr>
</tbody>
</table>

Watch for >90(6members), >105(7members)
Emotional intelligence

• Helps you:
  o Be more self aware
    □ In touch with your feelings, strengths, limitations
    □ Self-confidence, self regard, optimistic outlook
  
  o Be able to manage yourself better
    □ Able to withstand stress, impulses, and adverse events
    □ Self motivated, and satisfied with life
    □ Able to perceive reality
  
  o Understand others
    □ Ability to be aware of, understand, and appreciate the feelings, needs, thoughts, and perspectives of others
    □ Able to “read” situations, to address conflict situations effectively
  
  o Improve your social skills
    □ Ability to effectively and comfortably interact with others in a variety of situations, and leverage/embrace diversity of people and thought