

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

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

- o Your general personality patterns (personality profile)
- o **How to work effectively with different profiles**

Your team

- o 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**
- o How you can make a greater contribution to your team

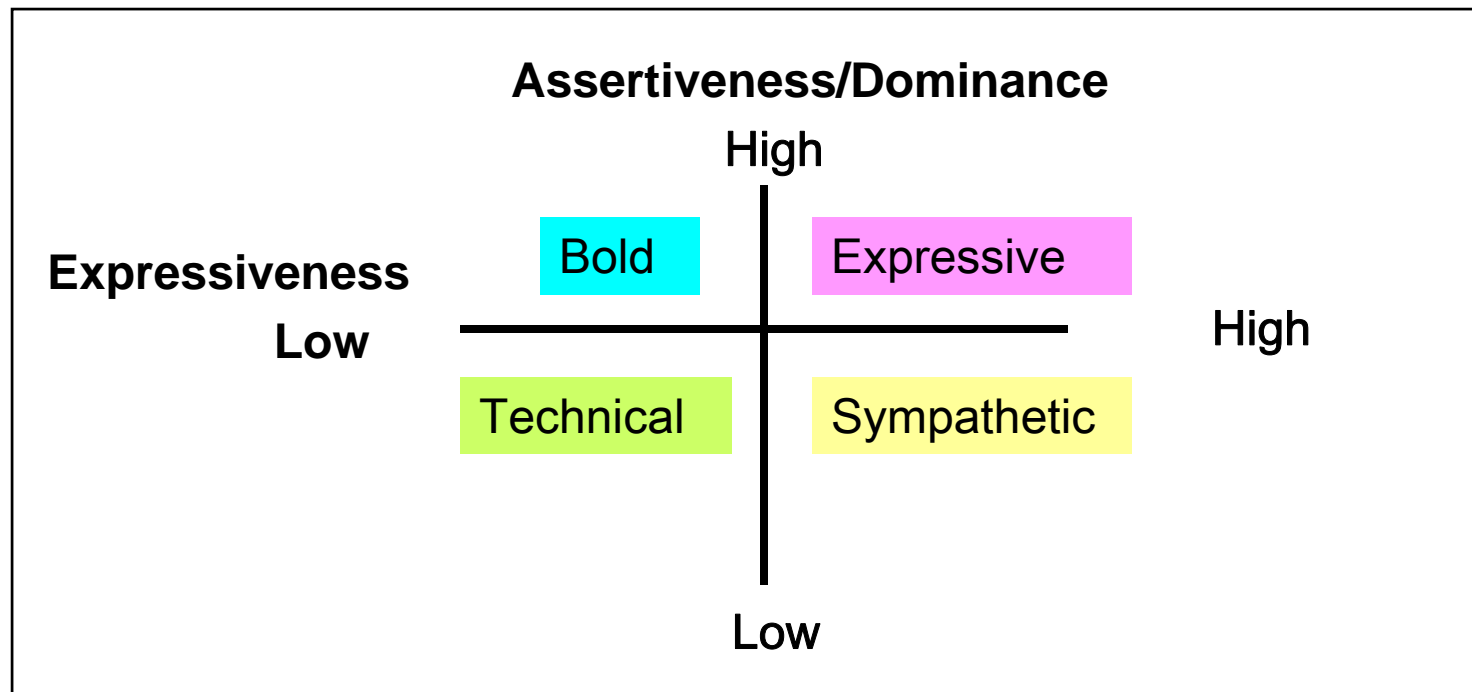
Outline

1. Overview of personality patterns and how the knowledge can help you
2. Individually
 - o Take the BEST profile
 - o Grade profile
3. With your team
 - o Combine your scores
 - o Discuss your team profile
4. Share one conclusion with the class

Your scores do *not* affect your grade! 😊
But what you apply with the knowledge, could!

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



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

Technical

Controlled, cautious, precise, accurate, rule-oriented

Strengths

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

Wants

- Organization
- Rules
- Standards
- Explanations
- Little risk

Needs

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

Sympathetic

Patient, dependable, loyal, a good listener

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

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 & 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 profile?

1. Take the test

Wait for everyone to finish

2. Score the test and learn your profile

Note, your BEST profile is just one measure at one point in time.

What's your team profile?

- Get with your team
 - Share your individual scores/discuss
 - ▣ Make a note of them for future reference
 - 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 15xn or above in any one personality type is apt to function like that type.

- **Share one conclusion with the class**

Spring 2008 Team Profiles

	B	E	S	T
Vis Reg I	13	13	19	17
Notepad	51	38	30	73
U-Mail	41	17	25	46
Couple Finder	7	19	26	16
Of Course!	49	21	15	75
Foresee	30	33	44	54
Vis Sched Finder	45	48	40	59

CSE 403, Spring 2008, Alverson

Watch for >75(5 members)>90(6members)>105(7members)

Emotional intelligence

- Helps you:
 - Be more self aware
 - In touch with your feelings, strengths, limitations
 - Self-confidence, self regard, optimistic outlook
 - Be able to manage yourself better
 - Able to withstand stress, impulses, and adverse events
 - Self motivated, and satisfied with life
 - Able to perceive reality
 - 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
 - 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

Back to sw team structures

- Typically teams have people in/sharing roles of:
 - Project manager
 - Architect/lead developer
 - Developer
- What have you experienced in your sw jobs?
- What are some of the responsibilities associated with these roles?

Mission Impossible Team



Project manager

- **Role**

Accountable for program excellence.

Responsible for the overall product deliverables.

- **Responsibilities**

- Defining requirements with team
- Ringleading progress
- Getting input to the schedule and then tracking
- Running meetings
 - Old business
 - Current business (current assignment)
 - Progress, new task assignments, issues
 - Task assignments (goal, achievement towards last goal)
 - New business (what's coming up)

Architect/lead developer

- **Role**
Accountable for the conceptual integrity of the design and implementation
- **Responsibilities**

Developer

- **Role**

Provides the capabilities required for successful execution. Builds technical excellence.

- **Responsibilities**

Agree, disagree?

Pragmatic Programmer Tip:
“Organize Around Functionality, Not Job Functions”

Specifically for your team...

- Who will do the scheduling/planning?
- Who will do the development?
- Who will do the integration?
- Who will do the unit, system, user testing?
- Who will do the documentation?
- Who will do the build/release preparation?
- Who will take care of inter-team communication?
- Who will do the customer communication?
- Who will track risks?
- Who will run the meetings?
- Who will do ...?