

Learning Support:  
Successful Learning Series



**CodeClan**  
Bridging the digital skills gap

## Group Projects & Teamwork

# Why are we here? \_

- What do you think **the aim of the group projects** is?
- What do you think you **should focus on** during the group project?
- What do you think you **should avoid doing** during the group project?

# Making the most of teamwork\_

## Focus for today:

- Understand the different ways people behave in teams
- Be able to anticipate challenges
- Know how to set goals and share these goals
- Understand the importance of sharing responsibility
- Understand the importance of empathy in teamwork

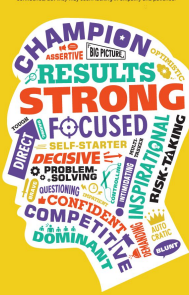
# The DiSC model

Looking at the characteristics here, which direction do you think you lean to when working in a team?



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Strength is crucial for the **Winner**, who needs to achieve results more than anything else. They'll take charge to get the job done and will always project confidence, but they may seem lacking in empathy and patience.



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Órwano

The **Enthusiast** is a social butterfly, always happiest when gaining popularity.



Όπως

The **Buddhi** enjoys peace and harmony and wants to be friends with



— **Órówá**

A natural-born team player, the **Collaborator** is always eager to get everyone



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The **Challenger** has high expectations of themselves and everyone around them. They'll ask the questions that need asking – even if it makes them unpopular – and their resolute leadership style can sometimes seem overly blunt or condescending.

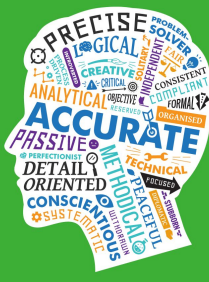


Onward

The **Perfectionist** has high standards and is always looking for ways to improve processes and methods. They can seem determined, stubborn and blind to the needs of others, and they won't settle for anything less than the best.



Onward



## Onward

This personality type thrives in steady situations when they know what's coming next. Modest and fair-minded, the **Bedrock** likes to be well prepared and will not willingly let you down.



## Onwar

Cautious and not one for surprises, the **Technician** is reliable and even-tempered. They won't rock the boat or take unnecessary risks and want to focus on getting the job done right.



The **Peacekeeper** values sincerity and dependability and is always there to listen and support others, though they may appear overly cautious at times. Open to all sides of an argument, they can always be relied on to find the win-win solution.



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# What happens when...? \_

## In pairs:

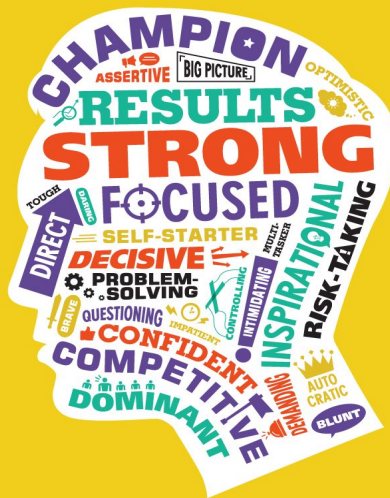
What might this group do well?

What challenges might they face?

How might they mitigate these challenges?

## THE WINNER (D)

Strength is crucial for the **Winner**, who needs to achieve results more than anything else. They'll take charge to get the job done and will always project confidence, but they may seem lacking in empathy and patience.



SOURCES: DISC Insights, (2018) The 12 Personality Styles Explained. [discinsights.com](https://discinsights.com/) [Bulavinski, K. (2015) Understanding our D-style colleagues and friends. [discinsights.com](https://discinsights.com/)] Extended Disc, (2017) D-Sign Profile Type: Dominance. [extendeddisc.org](https://extendeddisc.org/) [Bulavinski, K. (2018) Examples of D-DISC personality types. [discinsights.com](https://discinsights.com/)]

Onward  
Find Your Strength

## THE TECHNICIAN (SC)

Cautious and not one for surprises, the **Technician** is reliable and even-tempered. They won't rock the boat or take unnecessary risks, and want to focus on getting the job done right.



SOURCES: Bulavinski, K. (2012) Examples of SC-DISC personality types. [discinsights.com](https://discinsights.com/) [Crystal, (2017) The SC/CS Personality Type. [crystalballhoroscope.com](https://crystalballhoroscope.com/)] Bulavinski, K. (2015) Understanding our S-style colleagues and friends. [discinsights.com](https://discinsights.com/) [Crystal, (2018) High Steadiness and Compliance. [discinsights.com](https://discinsights.com/)]

Onward  
Find Your Strength

# What's our goal?\_

**One of the defining features of a team is that they have a common goal.**

**Write down:**

What are your personal goals for the project?

What do you expect the goals of the team to be?



# Whose responsibility is it to ensure...

The group  
meets its  
targets

An individual's work  
is relevant to the  
goal of the team

An individual  
meets a personal  
goal

An individual  
feels valued

Differences of opinion  
are resolved well

An individual is not  
pushed around

Team roles are assigned  
to everyone's liking

The team wins

Decisions are well made

Two team members  
get along

An individual is heard

An individual feels supported in their role


An individual team member  
complete their assigned tasks

~Everyone~

~Someone~

~No-one~





Imagine you have been shown the briefs  
and assigned a group for a project.  
Your group settles down for your first  
conversation.

**What do you discuss first?**

# What happens when...\_

Tell us about a time you encountered conflict in a team.

**How did you help to resolve it?**



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# Resources

**More on the DiSC profiles:** [www.discprofiles.com](http://www.discprofiles.com)

# Learning Support: here to help

## Face to face

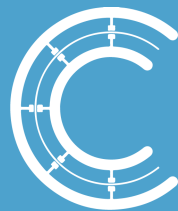
Monday Drop-in

## Slack

[Kat.kiernan](#) and [Maria B-W](#)

## Email

[learning.support@codeclan.com](mailto:learning.support@codeclan.com)



Thanks\_



[www.codeclan.com](http://www.codeclan.com)