# Team Test Results

## Myers-Briggs

Each member of the team has taken a Myers-Briggs test as part of assignment one. Each member’s results of this are below with a description of each.

* Alex Barron: ISTJ – Logistician (Sentinels)
  + Practical and fact minded individuals, whose reliability cannot be doubted.
* Shane Miller: INTP – Logician (Analysts)
  + Innovative inventors with an unquenchable thirst for knowledge
* Brandon Moroney: INFJ – Advocate (Diplomats)
  + Quiet and mystical, yet very inspiring and tireless idealists.
* Natalie Ogilive: INTP – Logician (Analyst)
  + Innovative inventors with an unquenchable thirst for knowledge
* Emily Petrie: ISFP – Adventurer (Explorers)
  + Flexible and charming artists, always ready to explore and experience something new.

## How can this be helpful to the group?

Having a mix of personality types is helpful to the group as long as we understand the benefits and challenges of each personality type. This will allow us to adapt how we work and be empathetic with other members of the group. Knowing someone has a different style allows us to adjust our expectations and compromise when appropriate. There are four distinct results for our team, with Shane and Natalie both Logicians.

* Alex, Shane, Brandon, Natalie and Emily all favour introversion. Introverts need to think things through and need to consider before making a decision.
* Alex and Emily focus more on sensation, whereas Shane, Brandon and Natalie lean more towards intuition. Sensors use facts to make a decision while Intuitives look at the big picture.
* Alex, Shane and Natalie lean more towards thinking, whereas Brandon and Emily lean more towards feeling. Thinkers set their emotions to one side, often not making an immediate decision while feelers typically judge situations, taking into account personal values.
* Alex and Brandon focus on judging where Shane, Natalie and Emily fall more towards perceiving. Judgers favour correctness and definition, perceivers will favour open time frames.

Interestingly the whole team expresses introverted personality aspects. This is beneficial with our team as often communication problems and issues can occur when introverted and extroverted people “butt-heads”. The disadvantage to this is that we are all less likely to speak up and address issues if we are not comfortable with something, we need to be conscious of this when working together and keep communication lines open.

## Learning Styles

Each member of the team took a learning style assessment as part of assignment one. Each member’s results of this are below with a description of each.

* Alex Barron: Visual learner
* Shane Miller: Visual learner
* Brandon Moroney: Visual learner
* Natalie Ogilive: Auditory learner
* Emily Petrie: Tactile learner

Visual learners learn best by seeing information, visual concepts help learning.

Auditory Learners learn best when information is presented in an auditory fashion, hearing information helps these students learn.

Kinaesthetic/Tactile learners learn best when information is presented to them and enables them to use their body to experience the concepts taught.

## How can this be helpful to the group?

The way people process information impacts how someone learns and deals with both new information and new concepts. With team performance, we will need to share information between each other, often including new concepts. Understanding the best way to deliver this information can help us perform better as a team. For example, using these results, Natalie is at her best listening to instructions and executing on them, whereas Alex, Shane and Brandon work best seeing the steps written down and Emily would be at her best get hands on experience to learn. If we look at some of the project steps, such as accessing via GitHub with a group repository, which is a new concept, we need to disseminate the information in the most appropriate ways and if we only choose one, understand that other members of the team may need more or less support.

## Additional Test Results

In addition to the Myers-Briggs and Learning Styles tests, we also took an additional personality test of our choice. Our team used three different tests. Alex, Shane and Brandon utilised the “Big 5” personality test, Natalie used a creative-problem-solving-test and Emily used an Enneagram personality test. The results of these tests are displayed below.

* Big 5 Personality test (OCEAN) – Openness (O), Conscientiousness (C), Extraversion (E), Agreeableness (A), Neuroticism(N)
  + Alex Barron: (O) 52%, (C) 52%, (E) 52%, (A) 54%, (N) 50%
  + Shane Miller: (O) 83%, (C) 56%, (E) 8%, (A) 50%, (N) 58%
  + Brandon Moroney: (O) 71%, (C) 56%, (E) 29%, (A) 73%, (N) 54%
* Creative Problem-Solving Test
  + Natalie Ogilive: Openness to creativity - 78
* Enneagram Personality Test
  + Emily Petrie: Achiever

## How can this be helpful to the group?

Understanding additional elements of the team’s personality helps us become a more cohesive team faster. It is important for us as a new team with limited time, working remotely, to work through problems faster. Teams that have worked together for a long time understand where strengths and weaknesses in the team lie, without that luxury these tests assist us in forming a strong team that can perform strongly in this module’s assignments.