

Task 1 – Individual Reflection (Paul Brocvielle)

Personality, Strengths, Development Areas & Proposed Role

1. My Personality (ENTP-A – “Debater”)

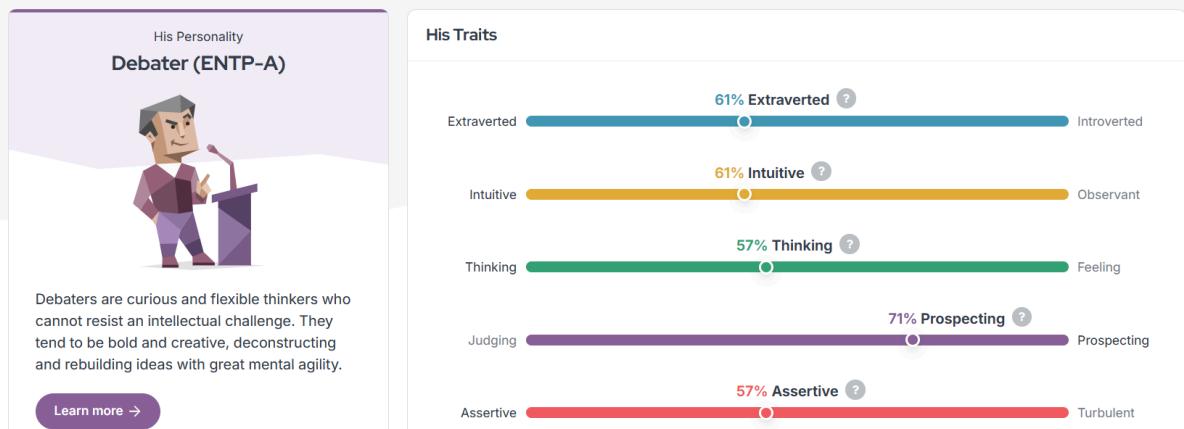
According to the Myers-Briggs test, my personality type is **ENTP-A**, often referred to as the *Debater*. This personality is known for curiosity, creativity, adaptability, and a strong drive to understand how things work. When I compare this description with my own behaviour in team and technical projects, the match is very accurate.

ENTP-A individuals score highly in **Extraversion and Intuition**, meaning I naturally enjoy discussing ideas, challenging assumptions, and exploring different solutions instead of sticking to only one path. My thinking style is conceptual: I look for patterns, possibilities and underlying principles. This aligns well with how I approach engineering work — I tend to quickly understand systems, propose alternative designs, and generate new ways to solve a problem.

I strongly identify with the **Thinking** and **Prospecting** aspects: I analyse challenges logically, I am comfortable debating solutions, and I stay flexible in how I work. The **Assertive (-A)** side means I'm generally confident, calm under pressure, and not easily discouraged by obstacles.

Debater (ENTP-A)

Review his personality test results and learn more about his personality type and core traits.



This personality brings several clear strengths:

- I generate ideas quickly and enjoy creative problem-solving.
- I am comfortable questioning assumptions and pushing the team to explore better options.
- I communicate easily and energise discussions.
- I adapt fast when plans change or when new constraints appear.

But it also comes with areas to watch:

- I can move too quickly and sometimes skip over details.
- I may become impatient with repetitive tasks or rigid structures.
- I can challenge ideas strongly, which is useful, but I need to ensure it remains constructive for the team.
- My flexibility is a strength, but I need to be careful with time management and task focus.

Overall, the ENTP-A profile fits me well: I naturally bring creativity, questioning, big-picture thinking and technical curiosity, all of which are valuable in engineering group projects.

2. Strengths (Based on the Strengths Ticklist)

From my Strengths Ticklist, my strongest roles are **Innovator**, **Evaluator**, and **Teamworker**. I also have secondary strength as **Investigator**.

- **Innovator (Primary Strength)**
I produce ideas easily, I'm imaginative, and I bring original perspectives to technical discussions. I enjoy challenging conventional solutions and proposing alternative designs.
- **Evaluator (Primary Strength)**
I analyse ideas carefully and help the team avoid weak solutions. I'm comfortable pointing out limitations, comparing approaches, and making reasoned judgements.
- **Teamworker (Primary Strength)**
Even if I'm assertive, I still show understanding and support toward others. I care about group cohesion and I adapt my behaviour when necessary.
- **Investigator (Secondary Strength)**
I look for external information, benchmarks, references and examples. This is valuable for research, background study, and exploring implementation possibilities.

These strengths describe someone who contributes **creative thinking**, **analysis**, and **collaborative energy**, which are highly useful in the conceptual and technical phases of a project.

3. Skills (Based on the Skills Matrix)

My Skills Matrix highlights a combination of strong organisational, communication, and technical skills:

Strong skills

- Clear and fast **email communication**
- **Idea generation** and proposing structured solutions
- **Task efficiency** and prioritisation
- **Team organisation** and helping everyone stay on track
- **Planning & workflow design**
- Programming, system structuring, DevOps mindset
- **Testing basics**, CI usage
- **Logical explanations** and written clarity
- **Professional behaviour**, responsibility, calmness

Developing areas

- GUI/graphical design
- Poster design and visuals
- Very detailed finishing work (Finisher role)
- Oral presentation confidence
- Some aspects of documentation that take longer than coding

Overall, I bring strong **technical thinking**, **creativity**, **organisation habits**, and **problem-solving**, while still improving my **design**, **presentation**, and **fine-detail finishing**.

4. Proposed Role in the Group Project

Considering my personality (ENTP-A), strengths (Innovator, Evaluator, Teamworker), and my skills, the role that fits me best is:

→ Technical Strategist & System Designer

Why this role fits me

1. **My ENTP-A traits help with big-picture system thinking:** I enjoy breaking down complex problems and proposing architectural choices.
2. **As an Innovator,** I naturally generate alternative solutions and challenge early assumptions, which is crucial at the start of the project.
3. **As an Evaluator,** I am good at analysing the pros/cons of designs and helping the group choose the best technical approach.
4. **My programming and DevOps skills** make me able to support the team on structuring the codebase, pipelines, or workflow.
5. **My Teamworker strength** ensures I stay collaborative and help maintain group cohesion while still pushing for robust decisions.

What I would practically do in this role

- Propose and compare technical approaches.
- Help design the overall architecture of the project.
- Support the group in debugging, structuring, and optimisation.
- Challenge weak designs constructively.
- Bring external references and research to guide decisions.
- Facilitate early-stage brainstorming sessions.

This role allows me to bring the most value by combining creativity, analysis, technical understanding, and adaptability.

5. Conclusion

My ENTP-A personality and my strength profile show that I work best when I contribute ideas, challenge assumptions, and help the team make strong technical decisions. I am creative, analytical, and collaborative, which makes me well-suited for a role focused on **system design, technical strategy, and solution exploration**. I will also support the team organisation thanks to my planning habits and communication skills.

For these reasons, I believe the group will benefit most if I take the role of **Technical Strategist & System Designer**, while remaining involved in coding and technical problem-solving throughout the project.

6. Annexes (StrengthTicklist/SkillMatrix)

Level	Primary Strength	Secondary Strength	Weakness	I have not practised this skill yet
Responding to email		X		
Suggesting ideas to the team		X		
Completing Tasks Efficiently		X		
Helping the team to function (take notes, schedule meetings, book rooms, organise task lists, keep everyone aware of deadlines).			X	
Planning & Organisation			X	
Design of System	X			
Completing Documentation & Reports		X		
Organising meetings			X	
Leadership & Direction			X	
Presenting ideas to customer, team, module leaders				X
Programming	X			
Graphical Design – GUI Design	X			
Poster Design		X		
Testing	X			
Commenting Code	X			
Conflict Resolution	X			
Professional Behaviour	X			

Self-Assessment Tick List

Taken from *Learning in Teams: A Student Manual*, Graham Gibbs, Oxford Centre for Staff Development, 1994, ISBN 1 873576 20 X, which is in turn based on *Management Teams*, RM Belbin, Heinemann, 1981. In each case put a tick in either the Primary Strength or the Secondary Strength box, as appropriate, or leave blank if you consider yourself not to have any sort of strength in that particular area.

Team Roles	Primary Strength	Secondary Strength
Innovator Produces ideas, imaginative, unorthodox, radical, clever, uninhibited. (Can be over-sensitive, prickly. May need careful handling.)		<input checked="" type="checkbox"/> X
Investigator Finds things out, always knows someone who ..., brings information back to the team, enthusiastic, gregarious. (Can be lazy and complacent.)	<input checked="" type="checkbox"/> X	
Chair Self-confident, commands respect, good speaker, thinks positively, good at guiding the team. (Can be domineering, bossy.)		
Shaper Energetic, drives everyone along, needs to succeed, make things happen. (Can be disruptive and argumentative, impatient and a problem if things don't go their own way.)		
Evaluator Careful, makes intelligent judgements, tests out ideas, evaluates proposals, helps the team avoid mistakes. (Can become isolated and aloof, pessimistic or over-critical.)		<input checked="" type="checkbox"/> X
Teamworker Sympathetic, understanding, sensitive, shows a strong concern for social interaction, <u>leads</u> from behind. <u>Places</u> the team above personal concerns. (May be indecisive.)		<input checked="" type="checkbox"/> X
Organiser Methodical, hard-working, reliable, orthodox, turns ideas into plans which are feasible and gets down to tasks which need doing. (Can be inflexible and uninspiring.)		
Finisher Painstaking, conscientious, follows through and works hard to finish things properly. Meets deadlines and pays attention to detail. (Can be over-anxious and perfectionist.)	<input checked="" type="checkbox"/> X	

Task 1 – Individual Reflection (Aiert Ceccon)

Personality, Strengths, Development Areas & Proposed Role

1. My Personality (ENTP-A – “Debater”)

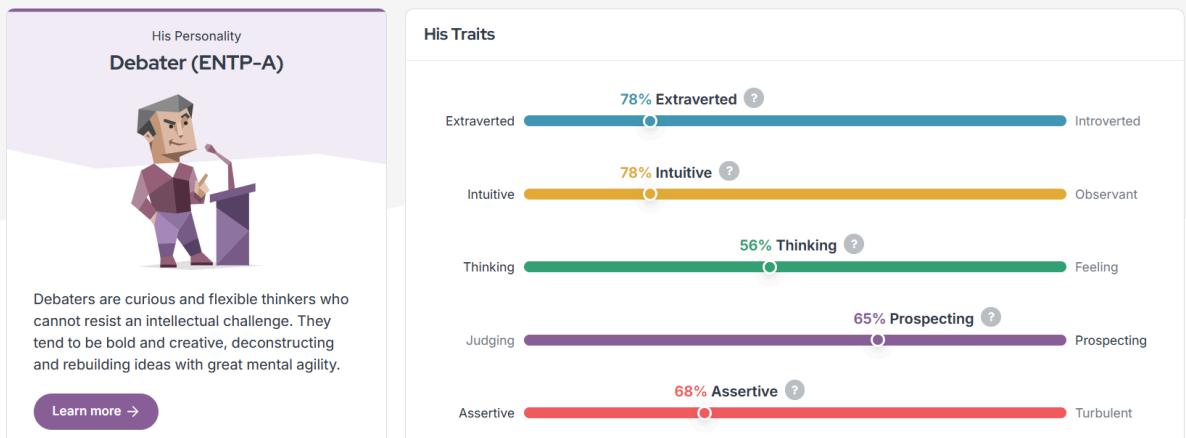
According to the Myers-Briggs test, my personality type is **ENTP-A – Debater**. This profile describes someone who is **outgoing, curious, quick-thinking and comfortable challenging ideas**, which matches how I usually behave in class, in projects, and in discussions with friends or colleagues.

My scores show that I am **78% Extraverted and 78% Intuitive**. This means I gain energy from interacting with people, exchanging ideas and debating different options. I naturally look at the **big picture** and possibilities, rather than staying focused only on immediate details. I enjoy asking “what if...?” and exploring several solutions before committing to one.

I am **56% Thinking**, which means I tend to make decisions based on logic and objective arguments rather than purely on emotions. Combined with my **65% Prospecting**, I value flexibility: I like to keep options open, test ideas and adapt as we go instead of locking everything too early. Finally, I am **68% Assertive**, which reflects good self-confidence and a relatively low stress level – I can stay calm and keep a cool head even when a project becomes intense or deadlines are close.

Debater (ENTP-A)

Review his personality test results and learn more about his personality type and core traits.



This personality gives me several clear strengths in a team:

- I am comfortable **speaking up, defending ideas and starting discussions**.
- I generate **new concepts and alternative solutions** quickly.
- I enjoy **questioning assumptions**, which can help the group avoid weak or unrealistic plans.
- I adapt easily when plans change and I am not afraid of experimenting.

At the same time, I need to be aware of some development areas:

- As an ENTP, I can jump from idea to idea and sometimes **struggle with routine, repetitive tasks**.
- My debating style can occasionally seem **too direct or challenging** if I am not careful with how I communicate.
- Because I like flexibility, I need to pay attention to **deadlines and follow-through**, not just the creative phase.

Overall, the ENTP-A profile fits me well: I am energetic, talkative, curious and comfortable taking intellectual risks, which can bring dynamism and innovation to the group when managed correctly.

2. Strengths (Based on the Strengths Ticklist)

StrengthsTicklist

From the Strengths Ticklist, my **primary team-role strengths** are **Chair** and **Shaper**.

- As a **Chair**, I am able to **guide discussions, keep people involved and summarise decisions**. I can give structure to meetings without shutting down other people's contributions.
- As a **Shaper**, I bring **energy, drive and urgency**. I like to make things happen, challenge the group to move forward and not stay stuck in endless discussion.

I also marked several **secondary strengths**: **Innovator, Investigator, Evaluator, Teamworker and Finisher**.

- As an **Innovator**, I contribute **original ideas and unconventional approaches**, which fits my ENTP personality.
- As an **Investigator**, I enjoy **searching for information, references and examples** that can help the group.
- As an **Evaluator**, I am able to **analyse pros and cons** and help the team choose the most robust solution.
- As a **Teamworker**, I can be supportive and adapt my style to different personalities when necessary.
- As a **Finisher**, I am capable of **pushing tasks to completion** when I commit to them, even if it is not my favourite phase.

The only role I did not mark as a strength is **Organiser**, which is consistent with my more flexible, less rigid style. I can organise myself, but highly detailed, routine planning is not my natural preference and is an area where another team member might be stronger.

Taken together, these strengths describe someone who is **good at leading discussions, pushing progress, and generating and evaluating ideas**, with enough teamwork skills to keep a positive atmosphere in the group.

3. Skills (Based on the Skills Matrix)

SkillsMatrix

My Skills Matrix highlights a mix of **technical abilities and teamwork skills**.

My **primary strengths** are:

- **Programming**
- **Graphical / GUI Design**
- **Testing**
- **Commenting Code**
- **Professional Behaviour**

This means I can take responsibility for **core development tasks**, from writing the code and designing interfaces to testing and documenting the logic inside the code. I also see myself as someone who behaves professionally – reliable, respectful, and conscious of deadlines and quality expectations.

I have several **secondary strengths** that are very useful in a group project:

- **Responding to email and communication**
- **Suggesting ideas to the team**
- **Completing tasks efficiently**
- **Helping the team to function** (taking notes, scheduling meetings, keeping track of deadlines)
- **Planning & organisation**
- **Design of the system/architecture**
- **Organising meetings**
- **Leadership & direction**
- **Poster design**
- **Conflict resolution**

These skills show that I am not only a developer, but also someone who can **support coordination, generate ideas, help design the architecture, and contribute to visual communication** (poster) if needed. They also confirm that I can take some **leadership responsibilities** when required.

My main **weakness** is **completing documentation and reports**, which I recognise: I tend to prioritise the technical work and discussions over writing formal documents. In addition, I indicated that I have **little or no practice in presenting ideas to customers, the team or module leaders**. This is an area where I want to improve during this project, by volunteering for smaller presentation parts and getting feedback.

4. Proposed Role in the Group Project

Considering my **ENTP-A “Debater” personality**, my **team-role strengths (Chair and Shaper)**, and my **skills profile**, the role that fits me best in the group project is:

→ Technical Lead & Meeting Chair

Why this role fits me:

1. As an ENTP-A, I naturally **launch discussions, explore options and challenge ideas**, which is useful when we are defining the system architecture and technical approach.
2. With strong skills in **programming, GUI design, testing and commenting code**, I can take responsibility for the **core implementation and quality of the technical solution**.
3. My **Chair** strength means I can **lead meetings, keep discussions focused, summarise decisions and make sure everyone is clear on their tasks**.
4. My **Shaper** strength helps me **Maintain momentum**, remind the group of deadlines and push for concrete progress when we risk staying too long at the idea stage.
5. Because documentation is a weaker area for me, it makes sense that **another team member takes the main responsibility for reports and detailed documentation**, while I focus on **technical direction, coding and coordination of the work**.

If the group decides to appoint a separate official “Group Leader”, I can still play a key role as **Technical Lead, facilitator of discussions and main contributor to the design and implementation**.

5. Conclusion

My ENTP-A Debater profile, combined with my strengths as **Chair, Shaper and technical developer**, shows that I work best when I can **discuss ideas, shape the technical direction and keep the team moving forward**. I bring energy, creativity and logical thinking to the group, and I am comfortable taking responsibility for **both the code and the coordination of our technical work**. For these reasons, I believe I will contribute most effectively in the role of **Technical Lead & Meeting Chair** within our project team.

6. Annexes (StrengthTicklist/SkillMatrix)

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Responding to email		X		
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Helping the team to function (take notes, schedule meetings, book rooms, organise task lists, keep everyone aware of deadlines).		X		
Planning & Organisation		X		
Design of System		X		
Completing Documentation & Reports			X	
Organising meetings		X		
Leadership & Direction		X		
Presenting ideas to customer, team, module leaders				X
Programming	X			
Graphical Design – GUI Design	X			
Poster Design		X		
Testing	X			
Commenting Code	X			
Conflict Resolution		X		
Professional Behaviour	X			

Self-Assessment Tick List

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Innovator Produces ideas, imaginative, unorthodox, radical, clever, uninhibited. (Can be over-sensitive, prickly. May need careful handling.)		X
Investigator Finds things out, always knows someone who ..., brings information back to the team, enthusiastic, gregarious. (Can be lazy and complacent.)		X
Chair Self-confident, commands respect, good speaker, thinks positively, good at guiding the team. (Can be domineering, bossy.)	X	
Shaper Energetic, drives everyone along, needs to succeed, make things happen. (Can be disruptive and argumentative, impatient and a problem if things don't go their own way.)	X	
Evaluator Careful, makes intelligent judgements, tests out ideas, evaluates proposals, helps the team avoid mistakes. (Can become isolated and aloof, pessimistic or over-critical.)		X
Teamworker Sympathetic, understanding, sensitive, shows a strong concern for social interaction, <u>leads</u> from behind. <u>Places</u> the team above personal concerns. (May be indecisive.)		X
Organiser Methodical, hard-working, reliable, orthodox, turns ideas into plans which are feasible and gets down to tasks which need doing. (Can be inflexible and uninspiring.)		
Finisher Painstaking, conscientious, follows through and works hard to finish things properly. Meets deadlines and pays attention to detail. (Can be over-anxious and perfectionist.)		X

Task 1 – Individual Reflection (Eneko Orhategaray)

Personality, Strengths, Development Areas & Proposed Role

1. My Personality (INFP-T – "Mediator")

According to the Myers-Briggs test, my personality type is **INFP-T**, commonly known as the "Mediator" personality. This type is characterized by being idealistic, creative, empathetic, and values-driven. Looking at my detailed results, I can see clear patterns that reflect how I naturally approach work and collaboration.

I score **71% Introverted**, which indicates that while I can engage with others effectively, I tend to process information internally and prefer thoughtful reflection before sharing ideas. This doesn't mean I avoid collaboration – rather, I contribute most effectively when I've had time to think things through carefully.

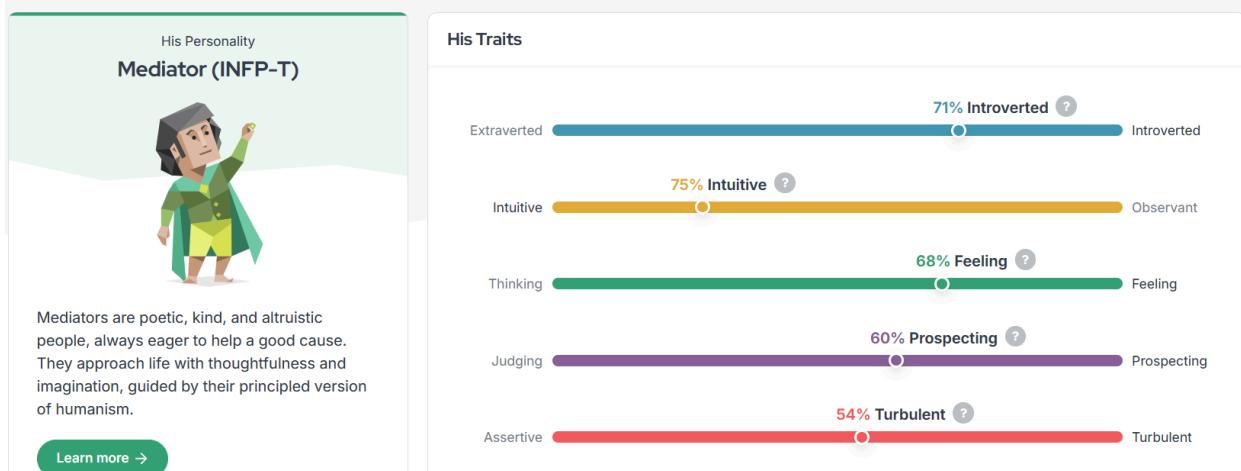
My **75% Intuitive** preference shows that I naturally focus on possibilities, patterns, and the bigger picture rather than just immediate details. This intuitive tendency helps me in system design and understanding how different components of a project connect conceptually.

The **68% Feeling** dimension reveals that I make decisions by considering impact on people and team harmony. I value authentic collaboration and work best in environments where everyone feels heard and respected. This aligns with my strength in conflict resolution and professional behaviour.

Finally, my **60% Prospecting** trait indicates flexibility and adaptability – I prefer keeping options open rather than rigid planning. The **54% Turbulent** identity suggests I'm self-aware and motivated to improve, though I may sometimes be self-critical.

Mediator (INFP-T)

Review his personality test results and learn more about his personality type and core traits.



Key strengths of this personality:

- Strong creative and innovative thinking
- Natural empathy and ability to understand different perspectives
- Excellent at maintaining team harmony and resolving conflicts
- Authentic and values-driven approach to work
- Adaptable and open to new ideas

Areas requiring awareness:

- May struggle with strict deadlines without external structure
- Can be overly self-critical or hesitant to assert ideas initially
- May need encouragement to take on visible leadership roles
- Sometimes difficulty with direct confrontation, even when necessary

Overall, the INFP-T profile accurately describes my collaborative, creative, and thoughtful approach to teamwork and problem-solving.

2. Strengths (Based on the Strengths Ticklist)

My primary strength from the Belbin Team Roles assessment is **Evaluator**, with **Innovator** as a secondary strength.

Primary Strength – Evaluator: I excel at careful analysis, making intelligent judgements, and helping the team avoid mistakes by thoroughly evaluating proposals and ideas. This analytical capability is crucial for quality assurance and ensuring we choose the best technical solutions. However, I need to be mindful of the potential weaknesses: becoming overly critical or pessimistic, or appearing aloof during discussions.

Secondary Strength – Innovator: I contribute creative, imaginative ideas to the team, approaching problems from unorthodox angles. This complements my primary evaluator role by ensuring I don't just critique but also contribute novel solutions. I should be aware that I may be sensitive to criticism of my ideas and may need careful communication around feedback.

Supporting capabilities:

- Strong emphasis on conflict resolution (primary strength in skills matrix)
- Natural team harmony focus (typical of INFP personalities)
- Thoughtful, considered contributions to discussions
- Ability to see multiple perspectives

These strengths position me as someone who can both **generate creative solutions** and **critically assess options** to help the team make sound decisions.

3. Skills (Based on the Skills Matrix)

My Skills Matrix reveals a specific profile with clear strengths and development areas:

Primary Strengths:

- **Suggesting ideas to the team** – aligns with my Innovator role
- **Design of System** – conceptual thinking and architecture
- **Conflict Resolution** – understanding different viewpoints and finding common ground

Secondary Strengths:

- **Completing tasks efficiently** – reliable execution once direction is clear
- **Graphical Design/GUI Design** – creative visual thinking
- **Poster Design** – combining creativity with communication
- **Professional Behaviour** – maintaining respectful, constructive interactions

Development Areas:

- **Responding to email** – need to improve communication responsiveness
- **Presenting to customers/module leaders** – building confidence in public speaking
- **Team coordination tasks** (scheduling, organizing) – administrative follow-through
- **Documentation and reports** – need to develop more structured writing habits

Areas Not Yet Practiced:

- Various organizational/administrative functions
- Leadership and direction roles

My skill profile shows I'm strongest in **creative problem-solving, system thinking, and maintaining positive team dynamics**, while I need to develop more structured communication and organizational capabilities.

4. Proposed Role in the Group Project

Given my personality (INFP-T), strengths (Evaluator/Innovator), and skills, the role that best matches my natural capabilities is:

→ Technical Designer / Quality Analyst

Reasons why this role suits me:

1. **Evaluator + System Design strength:** I can critically assess technical solutions and help design robust system architecture, ensuring we avoid technical mistakes early.
2. **Creative problem-solving:** My Innovator secondary strength and ideation skills mean I can contribute fresh approaches to technical challenges.
3. **Conflict resolution strength:** I can help mediate technical disagreements and ensure all perspectives are considered when making design decisions.
4. **Detail-oriented quality focus:** My analytical nature suits tasks like code review, testing strategy, and ensuring quality standards are met.

5. **Supporting role preference:** As an introvert, I work best contributing solid technical work and thoughtful analysis rather than being the primary coordinator or public face.

How I would contribute:

- **System architecture and design decisions:** Evaluating options and proposing well-considered technical approaches
- **Code review and quality assurance:** Ensuring code quality and catching potential issues
- **Creative problem-solving:** Finding innovative solutions when the team encounters technical obstacles
- **Team harmony:** Helping resolve conflicts constructively and ensuring everyone's ideas are heard
- **Visual/GUI elements:** Contributing to design aspects where creativity is valuable

Complementary roles I could support:

If this primary role is filled, I would also be effective as **Developer/Implementer** (focusing on system design and clean code) or **Design Specialist** (GUI/visual elements), but the Technical Designer/Quality Analyst role would allow me to leverage my strongest capabilities.

5. Conclusion

My INFP-T personality profile, combined with my Evaluator and Innovator strengths, positions me as someone who excels at thoughtful analysis, creative problem-solving, and maintaining team cohesion. While I may not naturally gravitate toward highly visible leadership roles, I provide essential value through careful evaluation of options, innovative thinking, and ensuring quality throughout the project.

For the group project, I can contribute most effectively in a **Technical Designer / Quality Analyst** role, where I can apply my analytical strengths, creative thinking, and system design capabilities while supporting team harmony and helping us make sound technical decisions. I am committed to developing my communication and organizational skills throughout this project to become a more well-rounded team member.

6. Annexes (StrengthTicklist/SkillMatrix)

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Helping the team to function (take notes, schedule meetings, book rooms, organise task lists, keep everyone aware of deadlines).				
Planning & Organisation				
Design of System	X			
Completing Documentation & Reports				
Organising meetings				
Leadership & Direction				
Presenting ideas to customer, team, module leaders		◆	X	
Programming				
Graphical Design – GUI Design		X		
Poster Design		X		
Testing				
Commenting Code				
Conflict Resolution	X			
Professional Behaviour		X		

Self-Assessment Tick List (Eneko Orhategaray)

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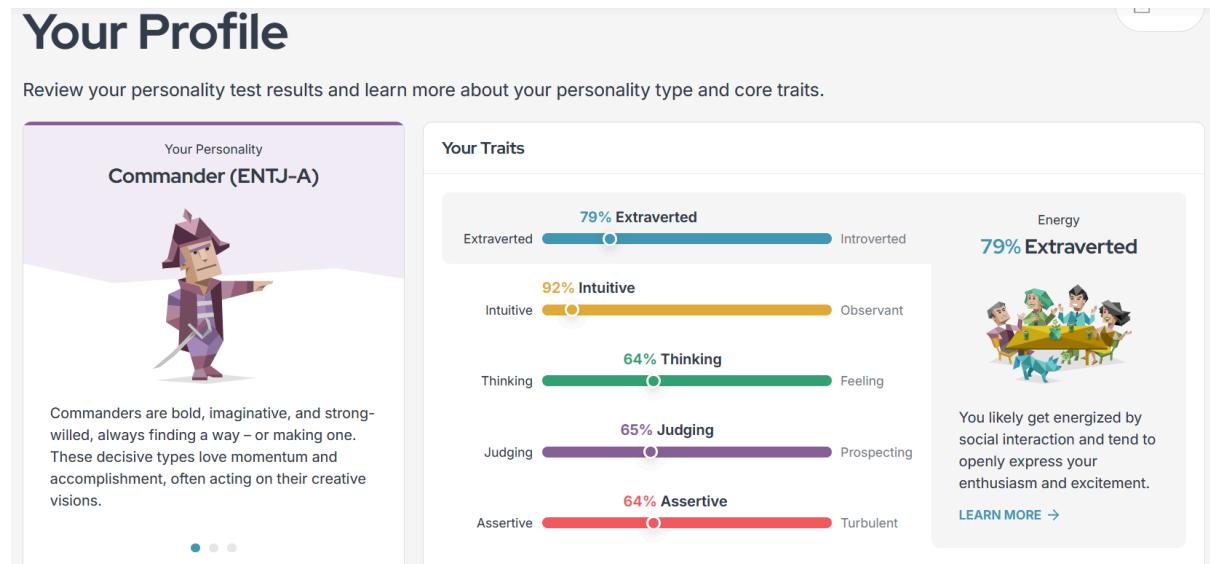
Personality, Strengths, Development Areas & Proposed Role

1. My Personality (ENTJ-A – “Commandant”)

According to the Myers-Briggs test, my personality type is **ENTJ-A**, often described as direct, strategic, organised and naturally comfortable taking initiative. When I look at the detailed results, they genuinely match how I behave in real life and how I've worked on previous technical and group projects.

I score **very high** in **Extraversion and Intuition**, which means I'm someone who likes talking, exchanging ideas, and thinking in terms of possibilities and systems rather than small details. This reflects how I usually approach engineering work: I tend to see the “big picture” quickly and enjoy breaking down a complex problem into a structure or plan. It also matches how I organise my personal projects — my world-building, long-term planning (like my world tour), and my engineering career goals.

The **Thinking** preference is also accurate. I generally analyse problems rationally and I'm comfortable making decisions, even under time pressure. I don't get overwhelmed easily (Assertive), and I'm usually the one pushing a project forward when things slow down.



This personality has clear strengths:

- I communicate easily and don't hesitate to step up.
- I like structure, planning, and leading by example.
- I stay calm and confident under pressure.
- I naturally try to optimise everything — tools, workflows, processes, organisation, performance.

It also comes with areas I need to be aware of:

- I can be impatient when things are unclear or disorganised.
- I sometimes move too fast and need to remind myself to bring everyone with me.
- I can be very direct, which works well in engineering, but requires balance in a team.

Overall, the ENTJ-A description fits me well, especially the combination of ambition, long-term planning, and willingness to take responsibility.

2. Strengths (Based on the Strengths Ticklist)

My strongest roles from the Strengths Ticklist are **Chair**, **Shaper**, and **Evaluator**.

-**Chair**: I'm comfortable guiding discussions, keeping people on track, and summarising decisions.

-**Shaper**: I have energy, I push things forward, and I don't like leaving problems unresolved.

-**Evaluator**: I'm analytical and I question ideas in a constructive way to choose the best solution.

I also have secondary strengths that will help the group:

-Idea generation (Innovator)

-Bringing external information or references (Investigator)

-Organisation and structure

-Teamwork when required

Together, these strengths describe someone who is both able to **set direction** and **deliver**.

3. Skills (Based on the Skills Matrix)

My Skills Matrix shows that I'm comfortable with many organisational and leadership tasks:

-**Planning, task allocation, helping the team organise**

-**Leadership and giving direction when needed**

-**Presenting work to the module leader or the group**

-**Conflict resolution and professional behaviour**

I also have good technical skills, especially related to:

-System design

-Programming (although still developing certain areas)

-Testing and debugging

-Technical discussions and problem solving

Development areas include:

-GUI/graphical design

-Some aspects of documentation

-Slowing down when necessary to polish details ("Finisher" work)

Overall, my skill profile reinforces that I'm strongest in **coordination, planning, communication, system thinking, and technical structuring**.

4. Proposed Role in the Group Project

Given my personality (ENTJ-A), strengths, and skills, the role that fits me most naturally is:

→**Group Lead**

Reasons why this role matches me:

1. **I am naturally comfortable with leadership and communication**, and ENTJ personalities tend to perform well in structured team environments where coordination is important.
2. I can keep the group organised, make sure deadlines are respected, and maintain clarity on what needs to be done.
3. I can handle communication with the module leader and ensure the group follows the guidelines correctly.
4. My strengths (Chair, Shaper, Evaluator) align exactly with what a Group Lead needs: direction, drive, and structured thinking.
5. I have enough technical understanding to also contribute to the work itself (coding, optimisation, system design), not just the management aspect.

If someone else becomes Group Lead, I would still fit well in complementary roles like **Scrum facilitator**, **technical coordinator**, or **presentation/report structure lead**, but Group Lead is where I'd provide the most value.

5. Conclusion

My personality profile and my past experiences show that I work best when I can combine technical contribution with organisation and leadership. I am motivated, structured, and comfortable taking responsibility. For these reasons, I believe I can support the group most effectively by taking the role of **Group Lead**, while also contributing to the technical optimisation tasks throughout the project.

6. Annexes (StrengthTicklist/SkillMatrix)

Level	Primary Strength	Secondary Strength	Weakness	I have not practised this skill yet
Responding to email		X		
Suggesting ideas to the team	X			
Completing Tasks Efficiently		X		
Helping the team to function (take notes, schedule meetings, book rooms, organise task lists, keep everyone aware of deadlines).	X			
Planning & Organisation	X			
Design of System		X	X	
Completing Documentation & Reports			X	
Organising meetings		X		
Leadership & Direction		X		
Presenting ideas to customer, team, module leaders	X			
Programming			X	
Graphical Design – GUI Design				X
Poster Design		X		
Testing		X		
Commenting Code		X		
Conflict Resolution	X			
Professional Behaviour		X		

Self-Assessment Tick List

Taken from *Learning in Teams: A Student Manual*, Graham Gibbs, Oxford Centre for Staff Development, 1994, ISBN 1 873576 20 X, which is in turn based on *Management Teams*, RM Belbin, Heinemann, 1981. In each case put a tick in either the Primary Strength or the Secondary Strength box, as appropriate, or leave blank if you consider yourself not to have any sort of strength in that particular area.

Team Roles	Primary Strength	Secondary Strength
Innovator Produces ideas, imaginative, unorthodox, radical, clever, uninhibited. (Can be over-sensitive, prickly. May need careful handling.)		X
Investigator Finds things out, always knows someone who ..., brings information back to the team, enthusiastic, gregarious. (Can be lazy and complacent.)		X
Chair Self-confident, commands respect, good speaker, thinks positively, good at guiding the team. (Can be domineering, bossy.)	X	
Shaper Energetic, drives everyone along, needs to succeed, make things happen. (Can be disruptive and argumentative, impatient and a problem if things don't go their own way.)	X	
Evaluator Careful, makes intelligent judgements, tests out ideas, evaluates proposals, helps the team avoid mistakes. (Can become isolated and aloof, pessimistic or over-critical.)	X	
Teamworker Sympathetic, understanding, sensitive, shows a strong concern for social interaction, <u>leads</u> from behind. <u>Places</u> the team above personal concerns. (May be indecisive.)	X	
Organiser Methodical, hard-working, reliable, orthodox, turns ideas into plans which are feasible and gets down to tasks which need doing. (Can be inflexible and uninspiring.)	X	
Finisher Painstaking, conscientious, follows through and works hard to finish things properly. Meets deadlines and pays attention to detail. (Can be over-anxious and perfectionist.)		X