How can different personality types best adapt to the agile philosophy?

COMP150 - Agile Philosophy Essay

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Topic

D.Bishop and A.Deokar reported a correlation between an individuals personality traits and their perference for agile processes[1]. In their samples, those who were more open and extraverted and agreater preference for agile. Whereas those who with traits of neurotocisim, or emotional instabilty, were less likely to prefer agile methods. I would like to explore how individuals of other personality types can best adapt to the agile process and what can be done to assist them in doing so.

Paper 1

Title: 'Toward an Understanding of Preference for Agile Software Development Methods from a Personality Theory Perspective'

Citation: [1]

Abstract: 'This paper presents the results of an exploratory research study that investigates factors contributing to preference for the agile software development approaches. The initial exploration revolves around the Five Factor Model of personality and the premise that these personality factors provide a partial explanation of preference for an agile approach. A survey instrument for measuring the preference for agile methods was developed and validated. The results from the quantitative data collected from the survey study indicate that three out of the five personality factors from the Five Factor Model show a correlation with above average preference for agile methods. These factors are extra version, openness and neuroticism. The first two have a positive relationship with agile preference while neuroticism (emotional instability) has a negative relationship with agile methodology preference. To further investigate the results, an exploratory factor analysis was performed on the data, which identified three factors that may also contribute to a preference for agile methods.'

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Paper 2

Title: Agile Practices: The Impact on Trust in Software Project Teams

Citation: [2]

Abstract: Agile software development involves self-managing teams that are empowered and responsible for meeting project goals in whatever way they deem suitable. Managers must place more trust in such teams than they do in teams following more traditional development methodologies. The authors highlight how the use of agile practices can enhance trust amongst agile team members. They also present challenges that agile teams can face as a result of using agile practices. Their results are based on the findings from three case studies of agile software development teams.

Comments: Write a few sentences on how you found the article and why you believe it is relevant and/or important.

Paper 3

Title: Supporting agile team composition: A prototype tool for identifying personality (In)compatibilities

Citation: [3]

Abstract: Extensive work in the behavioral sciences tells us that team composition is a complex activity in many disciplines, given the variations inherent across individuals' personalities. The composition of teams to undertake software development is subject to this same complexity. Furthermore, the building of a team to undertake agile software development may be particularly challenging, given the inclusive yet fluid nature of teams in this context. We describe here the development and preliminary evaluation of a prototype tool intended to assist software engineers and project managers in forming agile teams, utilizing information concerning members' personalities as input to this process. Initial assessment of the tool's capabilities by agile development practitioners suggests that it would be of value in supporting the team composition activity in real projects.

Comments: Write a few sentences on how you found the article and why you believe it is relevant and/or important.

Paper 4

Title: Critical personality traits in successful pair programming

Citation: [4]

Abstract: Pair programming (PP) is a common practice in Extreme programming, in which two programmers work together using a single computer. The close interaction required by PP makes it difficult to apply. The hypothesis is that certain personality traits are crucial for the success of PP, and PP partners should be chosen based on these personality traits. In this research, we first survey the programmers in industry to identify the perceived important personality traits for PP, and then conduct experiments to determine the significance of these personality traits in successful PP.

Comments: Write a few sentences on how you found the article and why you believe it is relevant and/or important.

Paper 5

Title: Personality Matters: Balancing for Personality Types Leads to Better Outcomes for Crowd Teams

Citation: [5]

Abstract: When personalities clash, teams operate less effectively. Personality differences affect face-to-face collaboration and may lower trust in virtual teams. For relatively short-lived assignments, like those of online crowdsourcing, personality matching could provide a simple, scalable strategy for effective team formation. However, it is not clear how (or if) personality differences affect teamwork in this novel context where the workforce is more transient and diverse. This study examines how personality compatibility in crowd teams affects performance and individual perceptions. Using the DISC personality test, we composed 14 five-person teams

(N=70) with either a harmonious coverage of personalities (balanced) or a surplus of leader-type personalities (imbalanced). Results show that balancing for personality leads to significantly better performance on a collaborative task. Balanced teams exhibited less conflict and their members reported higher levels of satisfaction and acceptance. This work demonstrates a simple personality matching strategy for forming more effective teams in crowdsourcing contexts.

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Comments: Write a few sentences on how you found the article and why you believe it is relevant and/or important.

References

[1] D. Bishop and A. Deokar, "Toward an understanding of preference for agile software development methods from a personality theory perspective," in *47th Hawaii International Conference on System Sciences*. Waikoloa, HI: IEEE, Jan 2014, pp. 4749–4758.

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