Abstract

A variety of personalities and skill-sets in individuals within a team tends to enhance performance \cite{Paper3}, therefore it is important not to disregard those who struggle with agile principles. Finding methods that give individuals the autonomy to align their working style with agile, may help ensure diversity within teams. This paper explores how individuals, with personality types that have been found to have a negative relationship with agile preference \cite{Paper1}, can best adapt to the agile philosophy.

Introduction

Write your introduction here. A brief introduction is recommended, which should outline key details of the chosen topic and the reviewed papers, motivate the work, and provide a roadmap of key points to the reader. The motivation is quite important here, as essays should have a contribution (i.e., what is the point of the essay, and what does the reader take away from the essay) and the link between the motivation (in the introduction) and the contribution (in the conclusion) should be made clear.

Your section title here

Write the main body of your essay here. Add more sections if appropriate. You may choose to write about each of your three papers in its own section, or you may choose a different structure. Either way, remember that you are being assessed on technical insight and analysis: it is not enough to merely summarise the contents of the three papers. You must demonstrate the ability to make inferences beyond what is written in the papers, and to draw the three papers together into a single coherent narrative.

Your essay must make a clear recommendation, in terms of which of the three techniques you have reviewed is the best according to whichever metric or metrics you feel is most appropriate. You must justify your choice, backing it up with empirical evidence. However remember that an academic essay is not a murder mystery: you should already have briefly discussed your recommendation in the introduction and in other parts of the essay. Do not save it for a grand reveal at the end.

Conclusion

Write your conclusion here. The conclusion should do more than summarise the essay, making clear the contribution of the work and highlighting key points, limitations, and outstanding questions. It should not introduce any new content or information.

"The data supports a positive relationship between extraversion and agile preference as well as openness and agile preference." [1] "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." [1]

"a cohesive team of members who collaborate and trust each other can be difficult for developers who are accustomed to working predominantly on their own." [2] "We found that agile methods increased trust by increasing transparency, accountability, communication, and knowledge sharing and feedback." [2] "The accountability and collective responsibility in agile methods nurture trust by facilitating vigilance, aligning members' perceptions realistically with individual competences and abilities"[2] "Using agile practices also helped alleviate the distrust that distributed team members from different cultures can experience"[2] "A failure to deliver tasks might also demonstrate a lack of competence and thereby diminish trust between team members."[2]

"team structures tend to be rather more fluid in agile projects, forming, growing, shrinking and disbanding as particular skill needs arise or are dealt with. The higher number and greater diversity of individuals involved, combined with the less rigid nature of their involvement, may increase the incidence of personnel incompatibilities and, therefore, the potential for conflict." [3] "Among his findings he also reported that individuals who possess premium quality in one respect are often lacking in others, and that combining individuals with similar personality traits reduces performance." [3]

"They observed that effective communication, comfort working with others, self confidence, and ability to compromise are the four essential traits for effective pair programming." [4] "They found that students' perception of their partner's skill level has a significant influence on their compatibility" [4] "found that students with more confidence in their programming skills like pair programming the least." [4]