

Team Working Report

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Multiple Intelligences	1
Team Members	3
Team Roles (Belbin Alternative)	3
Team Members	4
MBTI - “The Defender” (ISFJ-T)	4
Team Members	6
Sources	7

Multiple Intelligences

It is commonly believed that the idea of a single intelligence is incorrect, and in fact, there are seven distinct intelligence types; with a single person being able to possess an amount (or none) of each. The declared intelligence types are as follows: Linguistic, Musical, Logical-Mathematical, Spatial, Bodily-Kinaesthetic, Intrapersonal and Interpersonal.

My personal test revealed my biggest two strengths are the musical and intrapersonal intelligence types. The musical intelligence being the highest suggests I have a strong awareness and appreciation of sound, which enables me to recognise sounds and tones easily. This intelligence type will assist in group activities, as the tone and rhythm can be applied to achieve a flow during meetings and presentations.

Intrapersonal intelligence essentially describes a being with great personal understanding, as a result of a drive to learn more about oneself; which has a host of strengths when applied to personal and team working activities. From a personal and team working standpoint, it means I can adjust an environment to make it more suitable for study and work, as I will know exactly what I require for optimal concentration; ultimately increasing work output and knowledge gathered. Because I am very comfortable being by myself, I am able to yield faster results when spending time on personal and teamwork whilst in solitude. This will be beneficial when tasks for the group project are handed out to team members, as I will typically work from home with my own company. A surprising but welcome advantage of this intelligence type is my mood. I can confirm that I do a great deal for personal improvement by leading an active healthy lifestyle, which consists of frequent exercise and a healthy diet with the aim of being happy. The consequence of this is a typically good mood, which will assist in our team morale and therefore our activities.

On the flipside of this, my lowest score by far is bodily-kinaesthetic. My low score suggests, in terms of a learner, that I'm not very tactile, and prefer to learn using means other than the physical (reading, demonstrations, lectures etc.). A potential drawback for the team may be my dislike for performing in front of others, which may hinder group performance during presentations and demonstrations.

Your strengths in each of the multiple intelligences are automatically calculated below, and also shown in graph form. The descriptions of the multiple intelligences are shown on the next worksheet within this file - click the intelligences descriptions tab below.

Intelligence type	your totals
Linguistic	24
Logical-Mathematical	25
Musical	27
Bodily-Kinesthetic	19
Spatial-Visual	23
Interpersonal	23
Intrapersonal	27

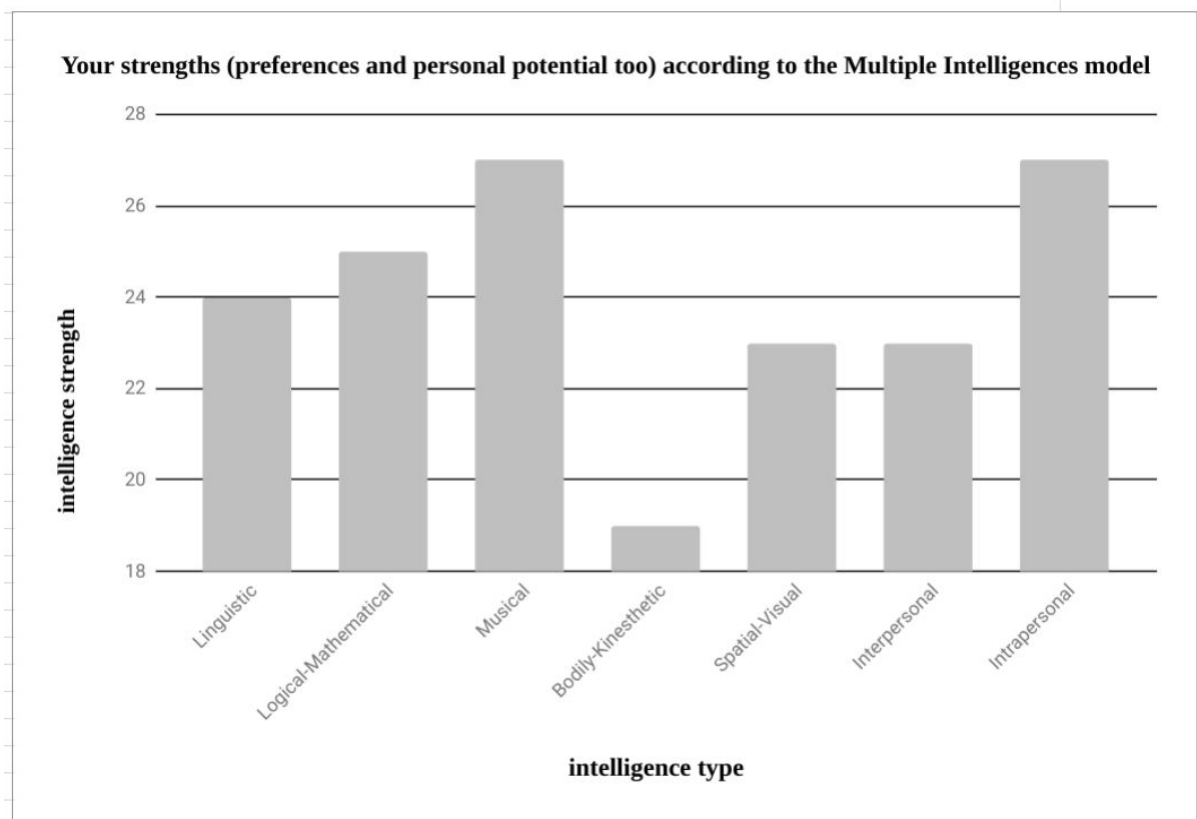


Figure 1: Multiple Intelligences test

Team Members

In contrast to my low score of 23 for Interpersonal, the rest of the team each scored relatively high for this. This benefits the group as a whole because they can each take some of the slack (if any) my weak interpersonal entails. Jesse and Hüseyin are both very equal across the multiple intelligence spectrum. This suggests they're both well rounded and will therefore fill in any gaps created by Harry and I. Like myself, Harry scored low on bodily-kinesthetic, which suggests he won't be as comfortable performing in front of others compared to Hüseyin and Jesse (who both scored over 25). Harry's lowest score was for Linguistic. This suggests Harry will be less well suited within the team to write/edit documentation required within the module. The best course of action in this case is to actively shift work in this arena to others within the team.

Team Roles (Belbin Alternative)

A similar test to the Belbin derivative was used to reveal which behaviour types I am strongest and weakest in. The nine behaviours in this test are as follows: Resource Investigator, Team Worker, Co-ordinator, Plant, Monitor Evaluator, Specialist, Shaper, Implementer and Complete Finisher.

The results from the test outline my three strongest behaviour types (equally 17%): Executive, Analyst, Team Player.

- **Executive** suggests I am disciplined, and follow a work method of organisation and structure.
- **Analyst** suggests I am reserved and critical, yet react to ideas rationally. I will also evaluate the suggested team direction in tasks before acting. If I happen to disagree, I will bring it to the group's attention with my reasoning.
- **Team Player** suggests I am friendly, enjoy working in a team environment; and aim to encourage a positive group atmosphere

My two weakest behaviour types are Driver and Innovator. As part of the team, I will lack encouragement of energy and motivation (Driver); instead I will be reserved and level-headed (Analyst) as opposed to the emotional trait of Driver. I was also low in the innovator behaviour type. There is an emphasis on a being possessing this behaviour type to be very creative, and delivering fresh approaches to presented tasks. Although I lack this in myself, my behaviour type as an analyst offers a much-required counterweight to the innovator, being critical and evaluating original ideas before offering my thoughts to the team.

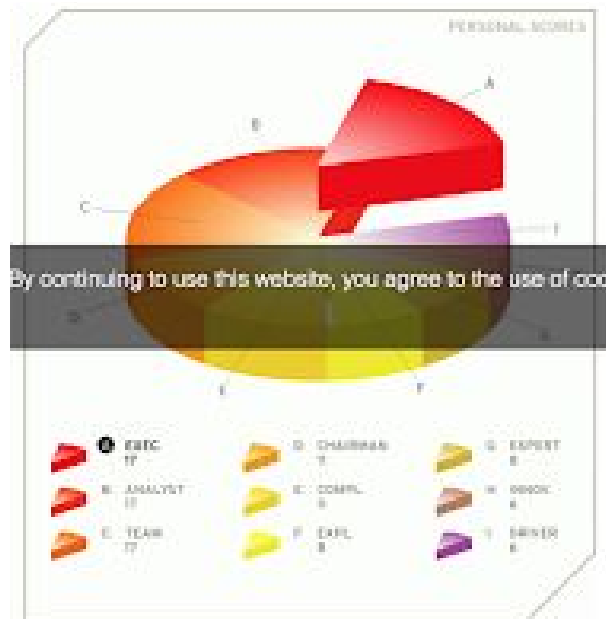


Figure 2: Team Roles (Belbin Alternative) results

Team Members

Hüseyin and I both scored high for the Team Player role. Together we will work to create and sustain a friendly, positive working environment with our two other members; and because Hüseyin and I make up 50% of the group, this should be achievable. It is fortunate we foster this Team Player behaviour, as our colleagues Jesse and Harry very low for this. The lack of such behaviour within the group would likely lead to friction and negativity within the group.

Harry has strong Innovator behaviour, which makes up for the lack of such from myself, and the rest of the team who have this behaviour in average. Harry will likely display original ideas to the group that otherwise we wouldn't have seen. These new ideas, if approved by the rest of the team, can be implemented which potentially could lead to higher marks. Jesse's highest score was in the Explorer behaviour type. He will likely express his opinions and ideas freely to the group during discussions due to his extroverted nature.

MBTI - "The Defender" (ISFJ-T)

The Defender comes with a nice selection of strengths, which can also be directly applied to a team working environment.

- **Supportive:** I aim to help others, and apply my knowledge and experience to others' issues and tasks when needed. In this case, I am likely to assist other team members if they require assistance with whatever task they are working on.

- **Reliable and Patient:** I am careful and meticulous when carrying out tasks. I am able to bend with situation changes, and ensure a task is completed to its full. In a team environment, this will mean I simply complete every task assigned to me, which will benefit the group as the work will be completed despite issues that may arise.
- **Loyal and Hardworking:** My colleagues can have confidence that I will complete every task to the best of my ability, attend meetings, and stay past time when required for benefit of the group.
- **Good Practical Skills:** I am able to take on whatever task is given to me from the group. As a summary of my other strengths, they can all attribute to wanting to do best for the team. Even if the task given is dull, because it will aid the group as a whole, I am resilient and proceed.

Unfortunately, nothing is without limitation. The weaknesses of my personality type can conflict with what is required from a cohesive group. That being said, I believe there can actually be positive to my drawbacks.

- **Humble and Shy:** This personality trait will reveal itself during the forming stage of the group. I am more likely than others to be reserved, which will stunt the development of team-based relationships should be forming. Storming should be less dramatic for myself, and potentially beneficial for the group as I will avoid confrontation, and attempt to remain friendly with group members; even at the expense of my personal views and feelings (**Repress Their Feelings**). By the Norming and Performing stage, I will likely have a base-level relationship with every member, therefore I am less likely to be shy.
- **Repress Their Feelings:** I am reluctant to express my true thoughts and feelings to others, in fear of hurting others feelings. As a result, this can lead to internalised stress on my behalf, but this shouldn't impact group performance.
- **Overload Themselves:** It is very easy to take on more work than is manageable. Because I know the work has to be completed, regardless of who carries out the work; I am open to take on some other peoples workload to ensure the job is complete before the deadline. This I believe is actually a benefit for the group as a whole, as it ensures the work will be completed. Personally however, it results in greater stress and dependence on myself, for which I will suffer. I will simply have to steal hours away from recreational or sleeping time for the extra work to be completed.



Figure 3: MBTI

Team Members

The results from the individual personality tests have revealed that my team members share similar personality types. The results are as follows:

- **Harry:** Extroverted, Intuition, Thinking, Judging (**ENTJ**)
- **Hüseyin:** Extroverted, Intuition, Feeling, Judging (**ENFJ**)
- **Jesse:** Extroverted, Intuition, Feeling, Perceiving (**ENFP**)

Mind: Immediately it can be seen that I am the only introvert in the group, which should be beneficial for the group as a whole; particularly when giving presentations and demonstrations in front of others. When I get 'burnt out' after working collectively with the group for a prolonged period of time, my introverted nature suggests that if I part with the group and work in solitude, I should be able to recharge and continue working at the same time. My team alternatively should working better collectively, in the presence of others.

Energy: For energy, again I am the odd one out within the group; during the test I scored observant (**S**) whereas Harry, Hüseyin and Jesse scored intuition (**N**). My colleagues are more imaginative, and will be better at thinking and brainstorming than I am. In contrast, I will be better at dealing with facts. When working collectively in the group, I am may struggle if we are switching tasks quickly. My personality type works better when dealing with one thing at a time, compared to switching between multiple. A known issue between the two energies is communication. Research conducted by 16personalities.com suggests people with opposing energies (observant and intuition) may have difficulty understanding each other, based on how they present their ideas.

Nature: Hüseyin, Jesse and I all share the feeling nature. This means we will likely always go with our gut when making a decision within the group, regardless of logic. On the other hand, Harry has the 'thinking' nature, which will lead to a more logical approach when it

comes to approaching issues. The diversity in this sense is beneficial for the group as a whole, as more ideas will be banded around, based on logic and feeling; in theory leading to the best solution. Alternatively, this may lead to conflict within the group. If Jesse, Hüseyin and I all make decisions based on our feelings, we may disagree on how we approach a task. Harry is probably more likely to have different opinions on how we approach a task than the rest of our group, due to his logical thinking.

Tactics: Harry, Hüseyin and I all share the Judging tactic. The three of us will likely devise a plan when approaching a task, and stick to the plan religiously unless serious issues arise, forcing us to change approach. Alternatively, Jesse will start performing a task, but in a more flexible manner; always taking into consideration another method, and willing to adopt said method if it appears to be more beneficial.

Sources

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