**Process Report Group 3-Z**

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# Introduction

# Group description

Since the first time we heard about the personal profiles, we have been told that a group where all the members have a strong red personality would most likely fail or face a lot of problems along the way. At that time, we laughed about it. The profiles only make it easier to understand what we already knew from last semester: that, indeed, we were going to have a lot of problems and conflicts, but we could make our group work despite our personalities, or maybe precisely because of them.

To understand our group dynamic, is important to look at each of our personalities individually first.

Starting with Alex, he is the only one who was not in this group last semester, which means that we had no previous experience on how he works. Because of that, his profile might have been the most useful for us as a group, because it gives us a general idea on how he is as a person instead of starting from scratch. He is the only one in the group with almost no red personality, which sometimes makes it difficult for him to deal with the rest of us. His predominant blue type is what made us chose him as a scrum master, but as the project evolved, he came to the realization that he is, after all, green and yellow above blue, despite what the test might say. Along the weeks that we were working together, he tried all the time to make sure we had a good working environment, and everyone felt comfortable, even when the conflict arose. We soon got used to his jokes and comments, and they have been key to keep us relaxed and in a good mood.

When Franek received his results, everyone was surprised about them except for himself. When we are working together, he doesn’t show a red personality, but, as he says, it might be because being among others with strong red personalities makes him adapts and show other parts of himself. The truth is that during the project we have seen him more as a blue or even yellow person, and the red traits only show from time to time, when he is stuck in a problem with implementation but, and this is probably one of the reasons we have not face even more conflicts, always when he is working on his own and never when discussing something with the rest of the group. The blue personality also made him fit for the scrum master role, but we finally decided for Alex, and he took the product owner role instead. Overall, Franek is the most equilibrated person in the group by far; because he doesn’t lack any colour, he is able to adapt to the situation and act depending on what is best for that specific moment.

Opposed to this equilibrium, Rafa is quite the opposite. He has a strong red personality, and it shows almost all the time. When it comes to the project, this means that he is involve in almost all the conflicts and discussions. Something that might be important to highlight, is that ever since he got his results, he have been convince that they are wrong, and he should have more blue. Every time this topic comes, we kind of repeat the same conversation. In the group we all agree that he is red, and all of the blue that he may have is mostly covered by the red, which doesn’t mean that he doesn’t have a blue personality, just that is hidden. In this project, however, he has been able to show it above the red, at least when it was important or relevant, like at the times of decision making or at the sprint meetings. We have all as a group beneficiated from his support while organizing tasks, especially Alex, who was, as the scrum master, in charge of managing them.

María’s profile shows that she has both red and yellow as her predominant colours. She is very organized despite having almost no blue personality (or perhaps because of that) and always keeps lists of everything: things to do, questions for the teachers, what is working or not working on the project… The combination of red and lack of green means that sometimes she might be too harsh when saying something to the other group members, luckily, we know that she means well and is just her way of expressing things. As previously stated, her principal colours are yellow and red. Most of the time she is yellow (so yellow that everyone can see it) so she contributes to keep everyone in a good mood and is nice to work with her. However, during the project and specially in meetings, is the red part the one that shows the most, so she also gets involve in most of the discussions.

Lastly, Rosa’s principal colour is red, but she has green and yellow as well. Among all the members, she is the one with less blue (almost nothing). In contrast to María, who compensate her lack of blue by trying extra hard to be organized and tidy, Rosa is probably the less organized of all the members and is not uncommon that she leaves things halfway done if a task takes too long. However, she knows that this is one of her weaknesses (she knew before getting her profile, but it also helped to understand it) so she is working on it and always comes back to make sure all her tasks are finished. Along the project we have come to realize that this also have a good side: she is able to work faster without affecting the quality of her work. After Rafa, she is the one with a stronger red personality, but having as well a lot of green and yellow, she doesn’t fight with everyone in the group, but mainly with Rafa. They started the project fighting and discussing a lot, and they were able to calm down progressively, which doesn’t mean that by the end of the project they didn’t fight with each other (with their personality, that is probably not even possible) but the discussions were a lot less often than they were at the beginning of the semester.

In general, our group is not really equilibrated, we are probably missing someone with a strong blue personality and 4 of us have a strong red personality so, looking at it theoretically, the group has all the characteristics to be a failure and however, somehow, we have got time to know and understand each other and our personalities and we have made our group work despite everything.

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Three different home countries can also mean three different cultural backgrounds, however, Italy and Spain are similar when it comes to the culture which means that four of our five members should stand close in the scale for most of the aspects, but when, as a group, we took the Erin Meyer test of the culture map (Meyer, 2014), we found some interesting results after comparing our score with the ones of our own cultures. In the following figures, is it possible to appreciate said results in three of the eight aspects. (Figures ???)

Evaluating

It might be the most relevant dimension to our group, given that we are required to evaluate each other’s works constantly while working in the project.

The three countries tend to the left side of the scale (direct negative feedback) while the group position tends to the right (indirect negative feedback). While the difference between them might not seem big at first sight, we have checked multiple times during the project that it can easily develop into conflicts if we are not careful. Therefore, we have, as a group, learned to accept that comments about our work are not meant to be as harsh as they sound. (Include evolution in project)

Include citation???

“Spaniards and Mexicans are equally high-context communicators, but the Spanish are much more direct than Mexicans when it comes to giving negative feedback.” (Meyer, 2014)

A picture containing timeline

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Trusting

When it comes to trusting, our group is divided in two different groups, not according to our culture but to ourselves as individuals.

On the one hand, we have half of the group which follows what the scale shows, trusting more in the people if they have a relationship with them, which means that getting to know each other and becoming friends actually have a positive impact on the final product of the project. On the other hand, we have the other half of the group which doesn’t trust anyone, no matter the level of relationship they have, meaning that they face difficulties when it comes to delegating the work and want to control everything, supervising and revising the work of everyone to make sure is well done according to them.

This issue have been addressed as a group several times and (Include evolution)

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Persuading

The last of the aspects we found relevant to include is persuading, because it really influences how we make decisions as a team.

All our countries have the ‘principle first’ culture (in the case of Spain and Italy is extreme) and, somehow, the group altogether can find itself in the ‘application-first’ side. In our countries, we are used to hear a lot of data when someone is trying to convince us about some matter, we would listen to all the meticulously recollected information before they even explain what their position is. This situation contrasts on how we work as a group. Even though we appreciate the objective information, and it can be useful while making decisions, when we are trying to make a point or let the others now our opinion, the first thing we do is say it, and later we’ll list the arguments to support it. This approach has worked well for us, and we found that it saves time in most of the cases. Is interesting how we have adapted ourselves and ended up with a position similar to the Danish one, which is represented by the yellow triangle in the scale below (figure ??)

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In general, once we correctly understood our cultural differences and how they might affect our behaviour in the group, they suppose a great advantage while working together rather than a conflict inducer.