# Kaleid AI

Collecting and connecting data.

At Kaleid AI it is our endeavour to gather and structure unorganised data for supervised and unsupervised Machine Learning (ML) information systems, and to connect unidentifiable patterns that are accessible to everyone. We believe that data is the new oil and we plan to refine information sharing with accurate analysis and rich datasets.

## Meet our team

### A picture containing person, indoor, posing, dark Description automatically generatedMark Schroeder

IT Interest: Computer Programming, Computer Circuits, Arduino (C++),

IT Experience: Marks leadership is a result of early his early IT experience building and programming circuits using Arduino. Mark is currently studying a Bachelor of Information Technology at RMIT and is equipped with certificates in Information Digital Media and Small Business. Marks current role as a STEM Technician exercises his curiosity every day by questioning existing technology and reinventing new processes for information and communications technology.

Ideal Job: IT Manager

Armed with a strong passion for technology Mark possesses the desire to lead a team of developers and to manage many diverse business functions across technology. Mark has excellent delegation and management skills and is always the first to raise his hand. With strong ambition Mark wishes to explore the demanding nature of project management as he welcomes any challenge that he may face.

s3895337

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Melbourne, Australia

Education:

Information Technology @ RMIT,

Information Digital Media,

Small Business (Innovation/Operatons)

Hobbies: Guitar, Computer Science, Computer Programming, Cat

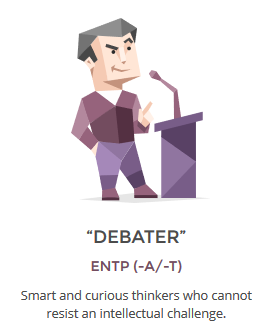
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Learning Style: Auditory

Creativity: Complexity

Myer-Briggs 16 Personalities

* Extroversion
* Intuitive
* Thinking
* Prospecting

### Jack Gale

IT Interest: Data Analysis, Machine Learning, Software Design & Implementation.

IT Experience: As a Business Analyst Jack is exposed to many facets of technology and business. He is the bridge the connects technology to operations and it’s his responsibility to improve operations through technology solutions. He has achieved this by utilising Six Sigma DMAIC and Agile Software Development. As an agent of change Jack is involved in the end-to-end process of product control; this involves facilitating meetings with developers, showcasing requirements, building quality assurance test cases and training users on the front-line.

Ideal Job: Full-Stack Software Engineer

This position appeals to Jack because it’s an opportunity to express his creativity through technology by building the architecture in the back-end and influencing the design at the front-end, this means that Software Engineers challenge their critical thinking and design skills every day. There are many similarities between computer programming and Jack’s favourite hobby, playing the piano, both demonstrate a structured learning approach.

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Education:   
Information Technology @ RMIT, Applied Science @ Deakin,

Web Developer @ Linkedin Learning

Six Sigma @ Linkedin Learning

Hobbies: Piano, Classical Music, Psychology

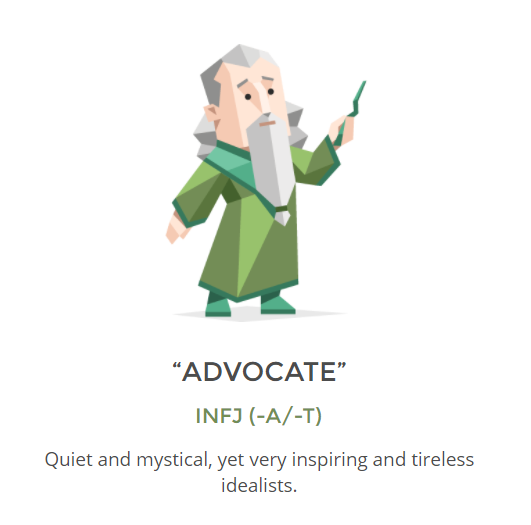
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Myer-Briggs 16 Personalities

* Introversion
* Intuitive
* Thinking
* Judging

Big Five: Openness

Adobe Creative: Thinker

### Dominic Hutchinson

A person smiling for the camera

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IT Interest: Emotive Technology, Disability Support, Computer Programming, Story Telling

IT Experience: Dom continues to exploit rapid technology solutions by expressing creative thinking to disability support. This has allowed Dom to understand emotion on a deeper level and has encouraged unique streams of thought. Studying Computer Programming at a VCE level provides Dom with a competitive advantage over his peers as he transfers this knowledge to higher education. Dom believes that technology platforms create the perfect space for users to share their narrative and build a global consciousness.

Ideal Job: Full-Stack Software Engineer

Responsible for creating, testing, and updating applications for clients, Dom is set to excel as a Software Engineer. Combining the aspects of creativity of front-end design and logic-based back-end architecture Dom will apply his innovative nature and critical thinking skills to solve technical problems.

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Melbourne, Australia

Education:   
Information Technology @ RMIT,

Programming @ VCE,

Hobbies: IT, Media, Reading, Writing, Casual Gaming

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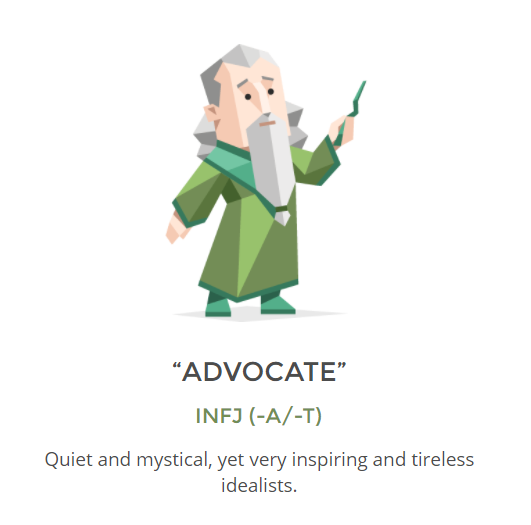
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Big Five: Openness

Learning Style: Reflective

Myer-Briggs 16 Personalities

* Introversion
* Intuitive
* Thinking
* Judging

### A person taking a selfie Description automatically generatedYousef Fares

IT Interest: Artificial Intelligence, Machine Learning, Video Game Development

IT Experience: Yousef has been exposed to many diverse cultures from Australia and the Middle East, which has allowed him to absorb the curriculum from different perspectives around the world. Yousef is a global expert who is blessed with an analytical mind and is always thinking user experience. Comfortable with Python, HTML and CSS, Yousef’s tech portfolio continues to grow with one day hoping to be proficient in Machine Learning languages.

Ideal Job: Machine Learning Engineer

Yousef’s projection of understanding Computer Science technologies paves a direct path toward becoming a Machine Learning Engineer. Yousef acknowledges the difficulty of this career path but is already investigating computer mathematics and natural processing languages to achieve his goal. Back-end developers of this calibre are the backbone of any project, and Yousef is honest and committed enough to fulfill the responsibility.

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Istanbul, Turkey

Education:   
Information Technology @ RMIT,

Hobbies: Gaming, Movies, Exercise, Food

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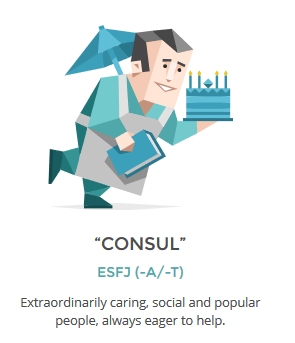
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Learning Style: Tactile

Creativity: Complex

Myer-Briggs 16 Personalities

* Extroversion
* Observant
* Feeling
* Judging



### Gabriel Jones

IT Interest: Electrotechnology, Hardware, Computer Graphics, Video Game Development

IT Experience: Gabe’s in-depth knowledge of electrotechnology brands him as a hardware specialist. The electrician industry has allowed Gabe to learn the design, maintenance, installation, and repair of many forms of electrical and electronic equipment. Studying the construction of micro processers instils Gabe with a craving to understand ‘how things work’ from end-to-end. Now studying a Bachelor of Information Technology Gabe is in search of further meaning to appreciate more complicated hardware design and information systems.

Ideal Job: IT Technician

Valuing the history of complex computer systems Gabe’s next step is to become an IT Technician and he isn’t just limiting his knowledge to hardware. With insightful comprehension for software planning and development Gabe can extend his support to production requests. Additionally, technicians are confronted with a multitude of problems, therefore Gabe’s talent for deep learning will be challenged at every opportunity.

A person with a beard

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s3957629

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Brisbane, Australia

Education:   
Information Technology @ RMIT,

Electrotechnology,

Hobbies: Gaming, Computer Graphics, Hardware, Gaming

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Learning Style: Adaptable

Creativity: Abstract

Myer-Briggs 16 Personalities

* Extraversion
* Observant
* Thinking
* Prospecting

### Emre Altunsu

IT Interest: NFT’s, Online Fund Raising, Online gaming

IT Experience: Emre’s aspiration studying a Bachelor of Information Technology is to graduate with the skills and knowledge to support his volunteer work at the Cancer Council Foundation. Emre has managed to lay an early foundation by beginning to explore web design and logic-based programming such as Python. These skills will setup Emre to build attractive technology to draw user attention toward charity work in an attempt to make aid more accessible among community. Emre’s vision is to make the world more accountable for their time and actions.

Ideal Job: Systems Analyst

Emre believes in lending a hand in whichever way possible, therefore the role of Systems Analyst is perfect for his character. A line of support for both operations and technology Emre will resolve requests from users and present them to the development team. It will be his responsibility to ensure the developers are building reliable product for end-users to experience on the front-line. Emre core duty is to translate the jargon of dense tech terminology and define it in a way that is understandable for the business.

A person taking a selfie

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Turkey

Education:   
Information Technology @ RMIT,

Business

Hobbies: Vintage Trading Cards, Memorabilia, Cancer Cancel Support

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Learning Style: Visual & Auditory

Creativity: Paradox

Myer-Briggs 16 Personalities

* Introversion
* Intuitive
* Thinking
* Judging

## Team Analysis

After reviewing each individual profile it’s clear that we are a Technology driven team. The team ranges from; three Software Engineers, one Technician who has a passion for both hardware and software, and one Systems Analyst who aspires to support applications in production. This demonstrates that the team is aligned across many aspects of studying Information Technology at RMIT, but one core element shines above the rest, the desire to understand programming languages.

But where does this desire come from? Each one of us has a different origin story pointing in the same direction. Dom, Yousef and Emre have just finished VCE, with Gabe and Mark only a year ahead, while Jack has returned to study 10 years after finishing school. There must be defining similarities that exist within the co-ordinated effort of this group and what differences arise when working together. The following team analysis required that each member detail their interest and experience in IT, along with their ambition to reach their end-goal job after graduation. To strengthen the team analysis members have provided their test results from the Myer-Briggs Personality test, and from two additional personality tests of their choosing.

**Myer-Briggs**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Member** | **Myer-Briggs Results** | | | | | |
| Mark Schroeder | Debater | *Extroverted* | *Intuitive* | *Thinking* | *Prospecting* | *Assertive* |
| Jack Gale | Advocate | *Introverted* | *Intuitive* | *Feeling* | *Judging* | *Assertive* |
| Dominic Hutchinson | Advocate | *Introverted* | *Intuitive* | *Feeling* | *Judging* | *Turbulent* |
| Yousef Fares | Consul | *Extroverted* | *Observant* | *Feeling* | *Judging* | *Assertive* |
| Gabriel Jones | Entrepreneur | *Extroverted* | *Observant* | *Thinking* | *Prospecting* | *Assertive* |
| Emre Altunsu | Architect | *Introverted* | *Intuitive* | *Thinking* | *Judging* | *Assertive* |

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The Myer-Briggs Personality Test is a self-report questionnaire designed to reveal the user’s personality type. Each personality type has its own criteria of strengths, weaknesses, and preferences that a user is more likely to identify with (Cherry, 2020). It is important to note that the results are merely an indication of the user’s interpretation to the question, and the most crucial element to obtain from a self-assessed personality test is the awareness of self.

**Advantages**

The compiled team results of the Myer-Briggs indicate that there is an even spread of personality types among the six members with the exception to assertiveness and turbulence. The team has a healthy mix of introverted and extroverted characters who can learn from each other, but this doesn’t necessarily indicate that the group will thrive. Listed are a few tips from Lepore (n.d.) that could encourage group success between introverts and extroverts.

* Acknowledge strengths of each individual
  + Decision-making and brainstorming benefits extroverts
  + Individual writing and thinking benefits introverts
* Provide introverts with clear communication of their role
* To balance contribution schedule time for participants to speak

Another positive is the even scores of thinking and feeling. Thinkers excel at technical and scientific fields when logic is vital, compared to feelers, who are more strategic at communicating change (myersbriggs.org, 2019). This creates a symbiotic relationship between empathetic characters and pragmatic theorists and could be considered advantageous for software development and implementation. Establishing and upholding key values will align the thinkers and feelers across the group and keep each other accountable.

* Respect
* Technology Excellence
* Transparency

**Disadvantages**

Although the group has more judgers than prospectors, the two traits propose a clash between team members in respect to organisation. Judgers tend to rely on certainty and are more comfortable with direction, whereas prospectors prefer a spontaneous outlook (NERIS Analytics Limited, 2015). If the team have poor time-management skills and are mostly full of judging personalities, then determining project deadlines will help ease those who require control to complete their goals. Stress response can manifest itself physically (Everly, Rosenfeld & Allen (1981), therefore prospectors may have to sacrifice their laidback attitude to prioritise the healthy and safety of the group.

The group scored highest in assertiveness with only one member exhibiting tendencies of turbulence. With this many assertive individuals the group is at risk of overconfidence (NERIS Analytics Limited 2015), especially in a team environment. The behaviour could see members assume they know what is expected of each other rather than having the discussion. It would be beneficial if requirements were documented as per action item to steer the project on course and to keep members honest.

Sharing the results from the Myer-Briggs aids the team to analyse who each other are and provides further understanding of each other’s reactions and choices when dealing within a group. Considering this group is online, team members could review each other’s results of the Myer-Briggs test to increase familiarity before each meeting session.

**Strengths & Weaknesses**

Each member has provided a self-report on their soft skills; three strengths and three weaknesses to identify the value and gaps that they bring to the team. These parameters are then accumulated and translated into packed bubble charts to represent the team dynamic.

**Strengths**

We are skewed toward problem-solving, innovation and analysis, and the team consists of individuals who are great communicators and are team-orientated. Fortunately, these skills are favoured in the technology space and they align with the team’s evaluation (Point Jupiter, 2019). To expand further, large-scale software development cannot be achieved alone, it is important to build a team of subject-matter experts who are able to bring value to the projects journey.

One key strength missing from the group dynamic is leadership. This could be a result of our average age bracket and with minimal experience in the workforce, but leadership comes in more forms that just experience. The team may surprise each other when each member takes on different roles at different times. Leadership can look like, controlling the agenda and action items, directing project vison, or expressing resilience when the team is met with roadblocks (corporatetraining.usf.edu., n.d.). It is hard to forecast who will play which role and roles change over time, but if the team can spend moments in reflection at the end of each week, then they can assess their performance accurately and apply their self-learnings to their future work.

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| --- | --- | --- | --- |
| **Member** | **Strengths** | | |
| Emre Altunsu | Creativity | Dedication | Disciplined |
| Jack Gale | Innovation | Problem-Solving | Creativity |
| Yousef Fares | Analytical | Team-Orientated | Self-Learning |
| Dominic Hutchinson | Innovation | Problem-Solving | Analytical |
| Mark Schroeder | Communication | Enthusiasm | Dedication |
| Gabriel Jones | Communication | Adaptability | Problem-Solving |

**Weaknesses**

The team is at risk of a trifecta of weaknesses; time-management, impatience, and prioritisation. It’s concerning to imagine the group succumbing to their worst traits resulting in incomplete work and not prevailing these barriers. To avoid poor time-management and prioritisation it would be beneficial to create daily schedules, consolidate similar tasks together and evade the urge to multitask (Lucid Content Team, 2017).

Another major weakness that the team expressed is indecisiveness. It is alarming to compare this to the major strength problem-solving if there are scenarios that require time pressured critical thinking and risk mitigation. During moments of indecision extroverts of the group can control the room by taking polls on conflict and mediate streams of thought to create open-lines of communication (Dike 2021).

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|  |  |  |  |
| --- | --- | --- | --- |
| **Member** | **Weaknesses** | | |
| Emre Altunsu | Time-Management | Patience | Self-Critical |
| Jack Gale | Indecisive | Empathetic | Time-Management |
| Yousef Fares | Lack Creativity | Indecisive | Time-Management |
| Dominic Hutchinson | Easily Overwhelmed | Time-Management | Prioritisation |
| Mark Schroeder | Unclear | Stress-Management | Forgetful |
| Gabriel Jones | Insensitive | Unstructured | Impatient |

**Ideal Jobs**

Whether it be curiosity, fear, or a mixture of both, each member has decided to study IT to broaden their knowledge of in-demand coding languages to invest in their future. While the majority are code heavy others wish to focus on more tangible aspects of technology by either building hardware or managing people and users.

The below organisational chart highlights the role of each member in the technology team and the area they wish to specialise. The roles below were translated from each team members personal profile by identifying their ideal job and the direction they wish to proceed.

Diagram

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There are many similarities and differences that exist between each member’s ideal job and what they wish to accomplish while studying a Bachelor of Information Technology at RMIT.

**Similarities**

All roles require that each team member leave university with a strong understanding of programming languages. The three software engineers, Jack, Dom and Yousef share a very similar journey throughout their study as they wish to minor in information technology. Mark and Gabriel are planning to become computer science experts due to their hands-on approach, while Emre is hoping to focus on application support

Each member will share different experiences but hopefully the same gratitude after completing the core subjects of Information Technology. The prerequisite skills for the third year subject Software Engineering Project Management will align many of our elective choices. Everyone will benefit from the end-to-end procedure of project management which could potentially change our ideal job as we each get closer to graduation. The roles we have elected now are not out of reach from anyone with the exception to Mark who is bold enough to accept the challenge of leading team of people as soon as possible, but there is no doubt that toward the end of graduation each team member could go beyond their limits and become a leader in their chosen technology field.

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**Differences**

Delving into further detail there are many differences in roles that set each team member apart and this is dictated by skills we want to develop before graduation. Jack, Dom and Yousef share the most similarities, but each are experimenting with different programming languages for different reasons. Jack needs to learn data extraction with APIs to support his role as a Business Analyst, Dom wishes to learn the structure of syntax that’s translatable across platforms and Yousef aspires to automate manual processes with machine learning. Gabe and Mark have experience with electronics, but Gabe is more interested in computer and graphics processing, while Mark is expanding his appreciation for smart devices using IoT. Emre is the most unique of the group, hoping to support applications in production as a conduit between business and technology.

Other differences among the group are the industries we wish to apply our technology learnings. While Jack and Dom both want to become software engineers Dom has a passion for disability support and Jack is already working in gambling. Yousef wants to fuse artificial intelligence and his passion for middle eastern cuisine but isn’t yet sure how. Mark seeks new ways to connect technology and people by streamlining processes and Gabe increases his opportunity to work for any respected technology hardware suppliers throughout the course of his study. Emre’s charity work will see him translating technology for not-for-profit organisations making technology more accessible for people in need.

Chart, diagram, bubble chart

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Although the core material will bind us together throughout the duration of our study it is exciting to think where we could be 5 years from now and to compare the similarities and differences then. It is within the groups best interest to stay connected over time for support because we each believe that studying at RMIT will be a defining moment for all of us.

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