**RHODES UNIVERSITY**



**INFORMATION SYSTEMS HONOURS**

**TEAM 1**

**CRITICAL EVALUATION OF TEAM COMPOSITION**

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| --- | --- |
| Team Member Name | Personality Composition |
| Giovanna Contu | **ESTP** |
| Abram Rankapole | **ESFJ** |
| Ntsane Kolisang | **ENTJ** |
| Tsungai Makoni | **ESFJ** |
| Dusan Gnjatic | **ESTJ** |
| Ronald Chinku | **INTJ** |

**Document Objective:**

1. To provide detail on the identified personality types of the team member.
2. Use the detail provided to aid discussions with regards to the team composition for assignment of roles and responsibilities for the project.

**Source of the Descriptions:**

1. [**http://www.personalitypage.com/ESTP.html**](http://www.personalitypage.com/ESTP.html)
2. [**http://www.personalitypage.com/ESFJ.html**](http://www.personalitypage.com/ESFJ.html)
3. [**http://www.personalitypage.com/ENTJ.html**](http://www.personalitypage.com/ENTJ.html)
4. [**http://www.personalitypage.com/ESFJ.html**](http://www.personalitypage.com/ESFJ.html)
5. [**http://www.personalitypage.com/INTJ.html**](http://www.personalitypage.com/INTJ.html)

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# 1. Introduction

The Myers-Briggs Type Indicator (MBTI), which we based on the Jung Typology Test,

has been used to discuss our team of six members’ personality types and their potential

influence on team effectiveness. The MBTI can be used as a tool to gain a better

understanding of team members and can also be used by individuals for personal

development.

Ineffective teams could be the product of an inappropriate team composition, because as

equal members of a group each member has a specific contribution to make. People each

have their own strengths and weaknesses, and in knowing more about each member’s

personality-type composition, the success and effectiveness of a team can be increased.

Successful teams have increased motivation, greater task commitment, higher levels

of performance, a greater ability to withstand stress and more innovative solutions to

problems.

Knowing each team member’s MBTI will lead to encouraged participation and cooperation, this will help lead to overall team efficiency and productivity.

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# 2. Myers-Briggs-Type Indicator Description and Application

**Introvert vs. Extrovert:**

Extroverts are essentially energized by interacting with other people, while introverts are

renewed by being by themselves. In our team of there are five members of the group that

are extroverts, while one is an introvert. Problems that may result due to the different

combinations might be the case of extroverts always striving for their voice to be heard over

those of the introvert. The introvert might come across as being stubborn as introverts think

before they talk instead of just talking. Introverts might feel left out as part of the group as

they won’t be doing most of the talking. Extroverts might always want to be in control

Solution to the problems is working together, understanding our personality differences and

appreciating every idea that a team member shares. Making it a team contribution when it

comes to taking decisions.

In a nutshell, leadership positions are usually designated to extroverts as they are

outspoken, and can relate to people whereas introverts are best suited for roles that need them to concentrate and be analytical. They basically need to be on their own to take the best out of the task.

**Sensing vs. iNtuition:**

Of the six in the group, four tested as sensors. Quite simply this most likely means that the

group will be composed of members who are more fact-based. Unlike the other 2 members

who prefer intuition, sensors assimilate and work with information that is proven and/or

concrete. Ultimately this may prove to be a strong suit when decisions are to be made, as

this will place a “safety net” - in the sense that choices on how to carry the project forward

will be based on solid information. For the broad picture and general vision of the group,

intuitives will be key. Even though they fall under the minority, their roles will be essential

most especially when the team is “stuck”. They will most likely be the ones to provide a

more unorthodox way of progressing when there’s no informational support to provide

stability.

**Thinking vs. Feeling:**

Thinkers and feelers have very different sets of characteristics. While thinkers focus mainly

on the logic in an argument to make a decision, feelers are more inclined to make decisions

by listening, being consistent with their beliefs and considering their own feelings and those

of others.

Our team is comprised of four thinkers and two feelers. The thinkers will ensure that the

team makes rational and sound decisions but the feelers will also help strike the balance

between making good and fair decisions. However, it is important that the thinkers

allow the feelers to contribute towards the decision making process without simply

overshadowing their views. The feelers can be used to maintain peace in the team and

can work especially well in terms of conflict resolution.

**Judging vs. Perceiving:**

Judging and perceiving preferences, within the context of personality types, refer to our

attitude towards the external world, and how we live our lives on a day-to-day basis. People

with a judging preference want things to be neat, orderly and established. Whereas the perceiving preference want things to be flexible and spontaneous. Judgers want things settled, perceivers want things open-ended.

The differences between judging and perceiving are probably the most marked differences of all of the four preferences. People with strong judging preferences might have a hard time accepting people with strong perceiving preferences, and vice-versa. On the other hand, a "mixed" couple (one perceiving and one judging) can complement each other very well, if they have developed themselves enough to be able to accept each other's differences.

In terms of our team composition, the vast majority are judging in nature. This is positive in that the team in general will be very organized, and will be capable of maintaining a schedule and working in an organized manner, which is necessary when working with strict deadlines. There is one perceiving member which means they will be thinking in an open ended manner and will help create the opportunity for discussion. And most importantly, are adaptable, as such, they can adapt and adjust plans made to cater for any additional requirements and for the unexpected. The team is perhaps imbalanced, in that regard, in having too few perceivers but at least the team is not devoid of perceivers.

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# 3. Personality Type Descriptions applied to our team

**Giovanna Contu**

ESTP

Extravert(1%) Sensing(75%) Thinking(12%) Perceiving(22)%

You have marginal or no preference of Extraversion over Introversion (1%)

You have distinctive preference of Sensing over Intuition (75%)

You have slight preference of Thinking over Feeling (12%)

You have slight preference of Perceiving over Judging (22%)

**Abram Rankapole**

ESFJ

Extravert(1%) Sensing(12%) Feeling(50%) Judging(44%)

You have *marginal or no* preference of Extraversion over Introversion (1%)

You have *slight* preference of Sensing over Intuition (12%)

You have *moderate* preference of Feeling over Thinking (50%)

You have *moderate* preference of Judging over Perceiving (44%)

**Ntsane Kolisang**

ENTJ

Extravert(67%) iNtuitive(50%) Thinking(1%) Judging(56%)

You have *distinctive* preference of Extraversion over Introversion (67%)

You have *moderate* preference of Intuition over Sensing (50%)

You have *marginal or no* preference of Thinking over Feeling (1%)

You have *moderate* preference of Judging over Perceiving (56%)

**Tsungai Makoni**

ESFJ

Extravert(33%) Sensing(12%) Feeling(38%) Judging(44%)

You have *moderate* preference of Extraversion over Introversion (33%)

You have *slight* preference of Sensing over Intuition (12%)

You have *moderate* preference of Feeling over Thinking (38%)

You have *moderate* preference of Judging over Perceiving (44%)

**Dusan Gnjatic**

ESTJ

Extravert(33%) Sensing(38%) Thinking(62%) Judging(78%)

You have *moderate* preference of Extraversion over Introversion (33%)

You have *moderate* preference of Sensing over Intuition (38%)

You have *distinctive* preference of Thinking over Feeling (62%)

You have *strong* preference of Judging over Perceiving (78%)

**Ronald Chinku**

INTJ

Introvert(56%) iNtuitive(25%) Thinking(38%) Judging(33%)

You have *moderate* preference of Introversion over Extraversion (56%)

You have *moderate* preference of Intuition over Sensing (25%)

You have *moderate* preference of Thinking over Feeling (38%)

You have *moderate* preference of Judging over Perceiving (33%)

**Application:**

**Portrait of an ESTP - Extraverted Sensing Thinking Perceiving  
(Extraverted Sensing with Introverted Thinking)**

***The Doer - Giovanna Contu***

ESTPs take things in literally through their five senses and deal with them logically and rationally. They are enthusiastic and are not afraid to take risks, they are outgoing and live in the present and act as situations arise without placing a lot of importance on theory or introspection. They make decisions quickly and act on them instantly.

ESTPs are able to read people and have the ability to get what they want out of a situation. They do not strictly follow rules, and deadlines, but they get what needs to be done, done. ESTPs have an appreciation for the small details, they are fast-moving and like to keep on-the-go. They're very good at improvisation and adapting to new situations and change, as well as good at providing innovative ideas and solutions to problems. They typically make things up as they go along, rather than following a plan.

ESTPs are blunt and to the point and it can come across as hurtful, however it is truthful and to them their opinion needs to be shared. Their decision-making process does not involve thinking about people's feelings but instead places importance on facts and logic.

ESTP do well in careers where they are not restricted and benefit from practising something instead of learning theory that isn’t key to helping them get something done. Their least developed side is their intuitive side and they often do not trust their own instincts or those of others.

ESTPs are very energetic and have the ability to motivate people and get things started. They are spontaneous and fun-loving but also practical and observant. ESTPs might lose focus once a task has started, and have trouble seeing things through to the end, because they are always eager and ready to start something new.

**Portrait of an ESFJ - Extraverted Sensing Feeling Judging  
(Extraverted Feeling with Introverted Sensing)**

***The Caregiver - Abram Rankapole and Tsungai Makoni***

ESFJs are essentially considered people persons who make decisions based on our sentiments about them and how they fit our personal value system. ESFJs interact and communicate well with other people and show a genuine interest in others. In a team, ESFJs can be deemed as reliable and very supportive to their fellow peers. People like to be around ESFJs as they encourage and appreciate them and their work at all times

ESFJs are open-minded people who are willing to share and contribute ideas towards a cause. As a result, they make good mentors and work well in conflict resolution as it is in their nature to want to control and stabilise their surroundings. This is mainly because ESFJs believe in maintaining order therefore respect the law and rules of authority and encourage others to do the same.

Overall, ESFJs are consistent, enthusiastic, warm-hearted and not to mention very helpful individuals.

# Portrait of an ENTJ - Extraverted iNtuitive Thinking Judging (Extraverted Thinking with Introverted Intuition)

***The Executive - Ntsane Kolisang***

As an ENTJ, your primary mode of living is focused externally, where you deal with things rationally and logically. Your secondary mode is internal, where you take things in primarily via your intuition.

Skills set that will be brought to the project by and ENTJ include but are not limited to:

**Leadership and Vision**:

ENTJs are said to be natural born leaders and this attribute will provide a good and clear direction if and when it is needed within the project execution.

The style of leadership that they tend to adopt is servant based type of leadership because of being tireless in their efforts on the job and driven to visualize where an organization is headed. This means leading the team is not a boss type approach but rather an integrated process with the leader executing the works along with the other team members.

Their visionary traits will lead to quickness to grasp complexities, ability to absorb a large amount of impersonal information, and quick and decisive judgments.

**Problem Solving Skills and Planning:**

An ENTJ will rather focus on the methods and ways of solving a problem rather than moaning about a problem. This approach to problem handling is more constructive and will lead to a more progressive and productive project team.

Without a proper drafted plan it will be impossible to effectively handle implemented and commission a project therefore this skill set that is provided by an ENTJ will be imperative for project execution.

**Things Inspires their drive and that they seek in their Team Mates :**

Efficiency and Effectiveness when executing the work at hand.

Teach-ability: This simply means one has to learn from their mistakes and learn fast as repetition of the same mistake can be considered to be sabotaging the action of others.

Decisiveness is important as it will aid the project timing which can mean loss or gain of profit in an organisation.

**Key Character Adjustments Needed For Working in A Team:**

It will be very important for an ENTJ to incline an ear to the opinions and ideas of others. Also ensure that communication with other does not appear to be abrasive and crude. Not to allow natural leadership trait to be dictatorial.

**Portrait of an ESTJ - Extraverted Sensing Thinking Judging**

**(Extraverted Thinking with Introverted Sensing)**

***The Guardian - Dusan Gnjatic***

As an ESTJ, things are dealt primarily externally in a rational and logical manner. Things are internalized secondary in a literal and concrete manner.

Standards and beliefs are clearly defined and no patience tolerated to others who fail to see things as the ESTJ does. Values are competence, efficiency and quick results of efforts.

Clear vision of way things should be and are natural leaders. They are self-confident and aggressive. Very methodical and effective at making plans and steps to complete a task.

Very demanding and critical and will express themselves if they feel someone isn't meeting their standards. Expressions can be taken at face-value, because the ESTJ is extremely straightforward and honest.

Tends to be too rigid, and overly detail-oriented. Must balance their beliefs with others. Through neglecting their feeling side, may have a problem with fulfilling other's needs for intimacy, and unknowingly hurt people's feelings.

When stressed, an ESTJ feels isolated from others. Feel misunderstood and undervalued, and that their efforts are taken for granted. When under stress they have a hard time putting their feelings into words and communicating them to others.

Puts effort in all work undertaken. Very conscientious, practical, realistic, and dependable. ESTJ will dutifully work towards a particular cause or goal, might not naturally see or value the importance of goals which are outside of their practical scope.

**Portrait of an INTJ - Introverted iNtuitive Thinking Judging  
(Introverted Intuition with Extraverted Thinking)**

***The Scientist - Ronald Chinku***

INTJ’s mostly deal with things in a rational and logical manner. Their prime focuses being on observing the world and generating ideas - with intuition and insight being the main ingredients to support this process. With their value for organization and systems, together with their insightfulness - INTJ’s make great scientists.

Even though they prefer to mostly remain in the background, they are natural leaders and because of their ability to see the reality of situations, they make quite effective leaders.

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# 4. Conclusion

Considering each member’s different personality-type composition we as a team are able to

be more considerate when members act in different ways to ourselves. We are also able to

see where our weaknesses and strengths lie, and grow our weaknesses with the help of our

team’s support, whilst playing on our strengths for the benefit of the team. As extroverts

team members should respect introverts and not become overbearing and ‘bossy’. As

introverts team members must not get discouraged when they do not participate in team

discussions but make sure their opinions are heard as well. As sensors team members

should not throw down decisions made by sensors as they can be creative suggestions and

could be useful and innovative. As intuitive team members should never get discouraged

to voice their opinions but appreciate fact based decisions and provide innovative solutions.

As thinkers team members should use logic to make decisions but also try to consider the

team’s perspectives in the situation, as feelers team members should maintain harmony

within the group. As judgers team members should progress with positive goals and

maintain the team schedule, as perceivers team members should continue to be adaptable

to change and aid when there are problems that need innovative, spontaneous solutions.

Based on the personality type descriptions, our team is composed of a Doer, Caregiver, Guardian, Executive and Scientist, our team has a myriad of people and thus possesses numerous competencies and skills. The team contains at least one type of each of the Myers-Briggs types, and as such, it is a fairly balanced team.

Based on the team composition and assessment performed, the team will be able to build a complete and balanced project team comprising of the project manager, the analyst, the designer and the software engineer. And therefore the team should not have any difficulties in working together and completing a project successfully.