For this discussion, I’ve chosen the Scrum Master. This role ensures that the Scrum is understood and enacted. Of the traits the Scrum Master must have, the following three are the most important, in my opinion.

Most importantly, the Scrum Master must be a strong conflict navigator. All teams will have conflict. It can be healthy and bring innovation and new ideas. But when conflict becomes unproductive and reduces the team’s effectiveness, it must be dealt with immediately.

A facilitator knows how to provide the keys for the team to succeed. There are many roadblocks that can slow down or throw a team off track. The Scrum Master needs to have the tools to remove these impediments.

The Scrum Master needs to be able to coach the team appropriately. Since the team should be empowered to make most of the decisions, this cannot be a method of coaching that is directive, but more of a spirit guide. They will show the path and provide insights of experience but should let the team find the right way on their own.

A trait not noted in the paper, a Scrum Master should be responsible for fostering the idea of continuous improvement in the team. This is a basic value in Agile and needs to be reinforced.

Joshua,

Hi! Your choice of traits definitely empowers a team and gives them ownership over the project. Clear communication is, without a doubt, the trait that will make or break any team. It doesn’t matter how well the team does anything else. You say that “fostering transparent and open communication within the team is equally important for success.” I might say that if they can’t communicate effectively, they will likely fail at their task.

Great work!

Bob